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THE UNIVERSITY OF WOLLONGONG

HISTORY

Foundation - as Division of NSW
University of Technology 1951

Established on Current Main
Campus – as College of UNSW
1962

Act of Incorporation *University of
Wollongong Act* (1972)

Established as the independent
University of Wollongong 1975

Current *University of Wollongong
Act* (1989)

UOW IN 2004

Campuses: 3

Wollongong, Shoalhaven and Dubai

Education Centres: 5

Batemans Bay, Bega, Loftus, Moss
Vale, and Sydney

Faculties: 9

Course Enrolments: 20,986

Postgraduate: 6,418

Undergraduate: 14,568

Full Time Equivalent (EFTSU): 15,291

International (on-shore) 5,179

International (off-shore) 2,416

Degrees & diplomas awarded: 5,310

Staff (full-time equivalent): 1,721

University Council Membership: 18

Student Residential Places: 1,238

Controlled Entities: 4

Annual Operating Revenue: \$299M

Total Expenditure: \$290M

UOW ORGANISATIONAL STRUCTURE

See under Appendix A:
University Structure.

The University of Wollongong (UOW) was established and incorporated by the *University of Wollongong Act* (1972) and commenced operation on 1st January 1975. Currently the *University of Wollongong Act* (1989) gives the University the authority to operate and conduct its activities. Section 6 of the *University of Wollongong Act* (1989) states that:

“The object of the University is the promotion... of scholarship, research, free inquiry, the interaction of research and teaching, and academic excellence.”

VISION

To advance our international reputation as an outstanding research and teaching University distinguished by excellence, leadership and innovation in the quality of our research, in student learning and achievement, and in engagement with our communities.

The University will achieve its vision by promoting:

1. Excellent and Innovative Teaching
2. Excellent and Innovative Research
3. A Rewarding Student Experience
4. International Perspectives
5. Staff Development and Recognition
6. Lifelong Learning
7. Productive Community Partnerships
8. Equity and Diversity
9. Quality Service to Clients
10. Skilful and Responsible Stewardship of Resources

GUIDING PRINCIPLES

As a University community UOW strives for:

- Excellence
- Creativity
- Mutual respect and collegiality
- Honesty and tolerance
- Intellectual openness and freedom of opinion
- Receptiveness to the diversity of cultures, ideas and peoples
- Appreciation of and support for Indigenous perspectives and reconciliation.

As a self-governing institution UOW strives for:

- Integrity and good faith in decision-making
- Consultative and timely policy development and implementation
- Foresight, efficiency and prudence in management
- Inclusive and open strategic planning
- Accountability and transparency
- Community collaboration and service
- Equal opportunity and social justice
- Protection of the natural environment.

VICE-CHANCELLOR'S REVIEW



The major initiatives of 2004 are set to shape the future of the University and its community. They demonstrate the University's capacity to seize opportunities that further its Vision. That capacity is built on the commitment and skills of both staff and students and was recently strengthened by a revised planning framework which assures cohesive and effective oversight. An internal quality review, undertaken in preparation for a 2005 audit by the Australian Universities Quality Agency, validated the University's confidence in moving forward with a significant development agenda. A trial quality audit in October 2004 found that our essential processes and practices are sound and subject to ongoing improvement.

The 2004 achievements discussed in this report range across many areas. It was a productive period. At the institutional level, the Innovation Campus (iC) began to materialise on its 83 hectare site and, on 2 August, the Hon Dr Brendan Nelson, announced the establishment of a graduate medical school at the University. A collaborative, international effort began to shape the medical school's distinctive, clinically-based curriculum. A building program was also drawn up to provide facilities for the schools' first students who will enrol at both the Wollongong and Shoalhaven campuses in 2007.

In another step towards the diversification of the Shoalhaven campus, a Marine and Freshwater Centre was approved for development at the Nowra site, opening up both research and employment opportunities. By year's end, the University of Wollongong in Dubai had moved closer to achieving full accreditation for all its programs, making it the first western university in the United Arab Emirates to reach that status.

These major strategic milestones are products of a creative, resourceful and flexible culture. They are made possible by the strength of the University's core activities of Learning and Teaching, Research, Internationalisation and Community Engagement. In 2004, a new tier of "Core Function" Strategic Plans was introduced to guide each of these activities within a revised planning framework.

Achievements in learning and teaching in 2004 were part of an ongoing emphasis on quality processes and innovative technology. In the research area, a new structure was put in place to promote a level of achievement that is already ranked highly in national benchmarking. As evidence of academic reputation and excellent student support programs, the University continued to attract international students at rates above national trends in 2004.

The University's community engagement activities have progressively expanded from an active commitment to the home region to interaction with communities in other regions and overseas. In 2004, our role was

defined and activities mapped in a strategic plan which is supported by a new Office of Community and Partnerships. In many ways, this exercise encouraged reflection on the University's role and nature. It identified a university that celebrates and continues to strengthen its relationship with its home region while it develops a growing international profile.

During the year, University governance procedures were reviewed and improvements introduced to support integrity and good faith in decision-making. At the executive level, the Pro Vice-Chancellor (IT), Professor Ah Chung Tsoi, left the University after making a significant contribution to enhancing the University's IT capabilities. After review, the executive structure was streamlined to provide for three Pro Vice-Chancellors (Academic, Research and Operations) and two Vice-Principals (Administration and International). The Vice-Principal (Administration), Mr David Rome, announced his resignation at the end of the year. He has played a critical role during a challenging period by increasing the efficiency and professionalism of the administration.

University governance and management faced further challenges in 2004 following a major transformation of the Australian higher education sector. The University managed the changes in policy and funding in a strategic way and the University Council chose not to introduce the 25% Higher Education Contribution Scheme (HECS) increase for 2005. Council was especially conscious of equity issues but recognised that it might not be possible to hold its position indefinitely. Future options were considered seriously during 2004 in preparation for a full evaluation at Council's first meeting in the new year.

One particular story completed a very forward-thinking year, ironically by shining a light on the past. A University of Wollongong research team played a key role in what has been heralded as one of the most important archaeological discoveries in a century. The team dated the skeleton of a previously unknown species of human, *Homo floresiensis*, which they nicknamed "the hobbit". The story is still unfolding but it involves research in its purest form, a unique learning experience, the power of collaboration and an international impact. As such, it exemplifies the qualities and aspirations that were central to the UOW Vision in 2004 and shape our plans for the future.

A handwritten signature in dark ink, reading "Gerard Sutton". The signature is fluid and cursive, with the first letter 'G' being particularly large and stylized.

Professor Gerard Sutton Vice-Chancellor

HIGHLIGHTS OF 2004

JANUARY - FEBRUARY



- More than 90 world experts from 20 different countries involved in the areas of chemistry, physics, materials science, electronic engineering and electronics converged on Wollongong for the 2004 International Cryogenic Materials Conference (ICMC).
- Hosted the third International Conference on Educational Leadership.

Picture – The Hon David Campbell, Minister for the Illawarra, attends one of the many University Conferences held in 2004.

MARCH - APRIL



- A ground-breaking University study targeted factors affecting the development of obesity in young pre-school children. The innovative research study was the first of its kind in Australia.
- The NSW Minister for Roads, The Honourable Carl Scully launched the first comprehensive road safety education resource, including a CD ROM/video and teaching manual developed by the University of Wollongong.
- Wollongong hosted the 2004 *Arrive Alive Eastern University Games*, which attracted more than 3,500 participants and over 100 volunteers from 28 universities.

Picture – The Hon Carl Scully, Minister for Roads, launches Road Safety Resources.

MAY - JUNE



- Australia's first Health and Productivity Research Centre was opened to measure and report on the impact of health issues on productivity in Australia.
- UOW hosted the international conference on the Science and Technology of Synthetic Metals which attracted three Nobel Prize winners and 800 scientists.

Picture – Conference Delegates.

JULY



- More than 1,300 graduands, and 5,500 families and friends participated in the six mid-year graduation ceremonies.
- One of the world's most respected researchers in childhood obesity and teenage health delivered the keynote address at the national conference for Australia's health and physical education educators. The Conference provided an international perspective to the problems of childhood obesity.

Picture – Students at July Graduation Ceremonies.

- The University rolled out a wireless network for its students and staff. Computer users can now access the internet campus-wide.
- The University of Wollongong achieved great results in the *Good Universities Guide* by topping the country for the fifth successive time in the categories of educational experience, graduate outcomes and also achieved a five-star rating for research intensity.
- The Federal Minister for Education, Science and Training, the Hon Dr Brendan Nelson, announced the establishment of a graduate medical school for the University of Wollongong. The school will be based on an exciting new model that aims to meet the critical shortage of doctors in regional, rural and remote areas of Australia.

Picture – The Hon Dr Brendan Nelson at the medical school announcement.

AUGUST



- Researchers from the Illawarra Institute for Mental Health, University of Wollongong (iiMH) were awarded a Gold Achievement Award at the Australian and New Zealand Mental Health Services Conference.
- The Centre for Maritime Policy at the University of Wollongong won the bid to run a Master of Maritime Policy course for the Indonesian Ministry of Marine Affairs and Fisheries.
- Scientists from the University of Wollongong announced their role in the discovery of the previously unknown species of human on the Indonesian island of Flores. The new human species, *Homo floresiensis*, was nicknamed the 'hobbit' as it stood only about a metre high and is being heralded as one of the most important archaeological discoveries in 100 years.

Picture – Professor Bert Roberts, Kira Westaway and Dr Chris Turney who were part of the team that discovered homo floresiensis.

SEPTEMBER - OCTOBER



- Researchers at the University of Wollongong scored remarkable success with the announcement of almost \$10 million in funding (an increase of \$1.3 million over last year) from the Australian Research Council.
- The Graduate Careers Council of Australia released its employment prospects for University students with the University of Wollongong scoring 12% over the national average.
- Researchers at the University of Wollongong's Smart Foods Centre released a study that shows how to harness the nutritional value of walnuts to help people manage the early stages of Type 2 Diabetes Mellitus.
- The end of year graduation ceremonies attracted over 10,000 people with more than 2,500 students graduating.

Picture – Professor Linda Tapsell at the Smart Foods Centre.

NOVEMBER - DECEMBER



GOVERNANCE, PLANNING AND REVIEW

UNIVERSITY COUNCIL

The University Council was focused on the implementation of higher education reforms in 2004. The Federal Government's *National Governance Protocols* were finalised, setting governance standards for universities and outlining the skills, duties and responsibilities expected of University Council members. While already compliant with many of the Protocols, Council introduced a number of additional governance measures in 2004 in accordance with the Protocols. These included the establishment of a Council Nominations Committee to consider candidates suitable for appointment to Council by the NSW Minister for Education and Training and by Council. Council also approved Conflict of Interest Guidelines for its members as well as a *Statement of Primary Responsibilities*, which has been published on the University website.

Some elements of the Protocols, particularly those involving Council membership, required legislative change. Consequently, in December 2004, the NSW Government passed the *Universities Legislative Amendment Act* (2004). The legislative amendments have triggered a review of the University of Wollongong By-law which will take place in the first half of 2005.

Council continued to oversee the strategic plan and to approve the development of major strategic projects. In August 2004, the Federal Government approved the establishment of a graduate medical school at the University of Wollongong to open in February 2007. Council received reports on the planned construction of the medical school buildings and also continued to receive progress reports on the development of the Innovation Campus.

Council's major committees, the Administrative Committee

and the Audit Management and Review Committee, met regularly throughout the year.

Administrative Committee

In accordance with its terms of reference and delegated authority, the Administrative Committee monitored the finance and investment direction of the University, which included the approval of a revised investment strategy in May 2004. It reviewed operational policies, recommending their approval to Council, and approved minor amendments to policies such as the University's Privacy Policy and the Conflict of Interest Policy. In 2004 the Administrative Committee also received a report on the Occupational Health and Safety (OH&S) responsibilities of the University's controlled entities.

Audit Management and Review Committee

The Audit Management and Review Committee reviewed the University's financial statements and monitored a number of audits, reviews and risk assessments. The minutes of both the Audit Management and Review Committee and the Administrative Committee were forwarded to Council for noting and action as appropriate.

Council approved new and amended policies relating to academic and operational practices. These policies included:

- Revised Rules for Student Conduct and Discipline
- An International Linkages Policy and Guidelines
- A Quality Review Framework
- Revision of the Commercial Research Policy
- Prevention of Sexual Harassment Policy
- Equal Opportunity and Affirmative Action Policy.

Other issues before Council in

2004 included consideration and approval of the University Strategic Plan, the annual update on the Capital Management Plan, and the establishment of the *Chancellor Robert Hope Memorial Prize*, named in memory of the University's first Chancellor, to be awarded to a student with outstanding academic achievement and community involvement.

In February 2004, Council concluded its first annual performance self-evaluation. As a result of the evaluation process a number of information sessions were run for Council members on OH&S responsibilities, reporting requirements, understanding financial reports as well as a detailed briefing on the Innovation Campus. The evaluation also resulted in additional information about Council members, their roles and responsibilities being published on the Council web pages.

At the start of the year two new members took up their positions on Council: Ms Diana Nestorovska, the student elected member, will serve on Council until December 2005 and Professor Julie Steele, an academic staff member was elected until December 2006. A full list of Council members, along with Council meeting attendance figures for 2004 is provided in Appendix B.

Council minutes and agenda papers, including proposals for consideration and approval, are public documents with the exception of those which Council declares confidential to safeguard personal privacy or commercial confidentiality.

ACADEMIC SENATE

Academic Senate is the peak body for advising the University Council and the Vice-Chancellor on academic matters and broad issues affecting the academic excellence of the University.

The core subcommittees of Academic

Senate are the University Education Committee (UEC), University Internationalisation Committee (UIC) and University Research Committee (URC). Much of the academic business of Senate comes from these committees and from the Faculties.

The most significant business of the year for Academic Senate was the ongoing self-review of the Senate. New terms of reference were approved, after a review of the old terms of reference where initiated in 2003. Preliminary recommendations from the survey component of the review included improving the induction process for new members and better communication with the campus community.

Key areas of policy development in 2004 were:

- Strategic Plan Package review
- Guidelines for Off-Shore Higher Degree Research (HDR) Applications
- Quality Review Framework
- Draft Policy on Prizes for Academic Excellence
- Revised Rules for Student Conduct and Discipline and Minimum Rate of Progress rules
- International Linkages Policy and Guidelines for Establishing Linkages
- Student Academic Grievance Policies.

During the course of 2004, Senate approved the introduction of 15 new courses/programs, major amendments to 10 and minor amendments to 33. A further seven courses/programs were deleted. Both the Chair and Deputy Chair of Senate were re-elected for another two-year term in 2004.

Early in 2004, new members of Senate, as well as other selected members of staff and student committee members, were invited to meet the Chancellor of the University, Mr Michael Codd. This proved to be a successful initiative, encouraging networking across the campus.

LEGISLATION

Amendments to the *University of Wollongong Act* (1989) were passed by the NSW Government in December 2004, with the assent of the *Universities Legislative Amendment Act* (2004). The amendments set out additional functions for Council and duties for Council members, and made changes to the composition of Council. The amendments will lead to a review of the University By-law in 2005.

Representatives from the Federal Department of Education Science and Training were invited to assess the University's preparedness to implement the higher education reforms set out in the *Higher Education Support Act* (2003) (HESA) and judged the University to be very well prepared to manage the transition. The University met all HESA publication deadlines for 2004 and completed the required upgrades to the student systems by December 2004 to enable re-enrolments for 2005. There has been ongoing consultation with the University community to ensure it is prepared for the changes that take full effect in 2005.

In 2004 the University also contributed to the Australian Vice-Chancellor's Council (AVCC) submission on the review of the *Federal Education Services for Overseas Students Act* (2000). A report on the outcome of the review is expected in early 2005.

With the commencement of the New South Wales *Health Records and Information Privacy Act* (2002) (HRIPA) on 1 September 2004, the University made a number of minor amendments to its Privacy Policy to ensure compliance with the legislation. Throughout 2004, the University has been committed to ensuring its obligations under State and Federal legislation are met.



Planning Workshop

STRATEGIC PLANNING

The University's strategic planning was reviewed and restructured in 2003-2004 to align all the plans within one framework. The links were made more visible and substantive to ensure that the major University activities were progressing in concert towards common goals to highlight opportunities for crossover support between planning areas and to facilitate more effective tracking, review and improvement. The alignment of the plans will enable the annual review of progress against planning objectives to merge with the University's annual reporting to Parliament, thus streamlining the process.

The review and alignment of the strategic plans involved the revision of the University Strategic Plan which sets the central vision and goals. On a second tier, a Core Function planning category was defined and linked to the Strategic Plan through shared objectives and a common template. The respective Core Function committees revised the Learning and Teaching and Internationalisation Plans and developed a new Research and a new Community Engagement Plan. On a third planning tier, the Faculty Directions and Resource Plans and the Professional Unit Plans were

linked and updated in format, the newly titled Facilitating Plans were introduced for development, and the Campus Strategic Management Plans were augmented and aligned.

By the October Council meeting 2004, the University had put in place a revised planning structure and approved a University Strategic Plan and Core Function Plans for 2005-2007.

The University continued to review and develop its distinct Strategic Projects which link to the goals of the University Strategic Plan. They were introduced into the planning process to take advantage of opportunities that advance objectives. These achievements were made possible by a consultation and communication strategy which included the redevelopment of the planning website, ongoing notices on progress and visits to faculties and units.

THE QUALITY REVIEW PROJECT 2004

The University's 2003-2004 quality review project was triggered by the above planning restructure and by notification of an Australian Universities Quality Agency (AUQA) audit in 2005. Under the guidance of the Quality Audit and Planning Committee, University activities were assessed in detail during 2004 to check compliance with the quality model of "Plan, Act, Review, Improve" and to identify and correct shortfalls. The project involved a thorough communication and consultation process across University campuses and sites. A website and a newsletter were produced and a range of visits conducted.

The University engaged a team of trained, external auditors to conduct a trial audit in October 2004. The audit, based on the AUQA model, involved evaluation

of a trial performance portfolio and a series of interviews with members of Council, staff, students and community representatives.

The report found evidence of effective and innovative practices and particularly commended the collegial spirit that defines the University of Wollongong experience.

By the end of 2004, the performance portfolio required for the May 2005 AUQA audit was in the final stages of preparation.

HIGHLIGHTS OF 2004 FACULTY REVIEWS

Arts – Curriculum review Bachelor of Arts; Bachelor of Communications Studies double degrees; Minor Study in Languages Other Than English (LOTE)

Commerce – New Dean's Scholars Programs for the Bachelor of Commerce and Bachelor of Business Administration; new advanced Master of Business Administration and Master of Information Systems

Education – Major restructure of the Bachelor of Teaching (Primary); a review of the Teaching English to Speakers of Other Languages (TESOL) postgraduate specialisation

Engineering – New double degree: Bachelor of Science (Physics) / Bachelor of Mathematics

Health and Behavioural Sciences – Introduction of a new core subject for six undergraduate degrees

Informatics – Computer Science core curriculum review

Law – Major review of course content at Faculty level

Science – Nanotechnology review.

CHALLENGES, ISSUES AND SOLUTIONS

Strong competition for overseas students from Europe and Asia saw a general downturn in the number of international students enrolling at Australian universities with some NSW universities experiencing a 10% reduction in international students. The University of Wollongong's commitment to international students and the flexibility of programs and support services enabled the University to defy the emerging trend, registering an 18% increase in international student numbers in 2004. However, if the downward trend continues, the issue will be a significant one for the University in 2005.

Nationally, compliance with the Federal Government's higher education reforms, such as the National Governance Protocols and preparation for the implementation of the *Higher Education Support Act* (2003) (HESA) resulted in a substantial increase in the University's reporting requirements.

In order to ensure a smooth transition to the new reforms the University improved on-line systems and procedures.

CORRUPTION PREVENTION, AUDIT AND RISK MANAGEMENT

Objectives and Key Outcomes

Assessment of compliance gaps, identify improvement opportunities and minimise risk exposure

- Process evaluations of teaching and business
- Internal audit review and alternative approaches
- Controls Self-Assessment Survey
- Facilitated workshops for risk focus groups.

A total of nine internal audit reviews and projects were completed in 2004 based on the University Risk Assessment and Risk Register completed in December 2003. There was an increase in assessments of functions involving several stakeholders and distinct functional areas. Better means of communication and coordination of strategic delivery resulted from evaluations of processes such as undergraduate scholarships, electronic piracy and student admissions. Self-automated analytical tools were enhanced with a review on financial reporting and monitoring. Faculties were increasingly involved with audit reviews, notably workload agreements and time and attendance accountability. Internal Audit and Review also shifted its information technology focus to core systems, deliveries and functions.

Corruption prevention activities by Internal Audit and Review included presentations for staff members, follow-up of internal queries and queries external to the university, and attending workshops and meetings. A dedicated workshop on various aspects of the Code of Conduct policies was held by the Internal Auditor for the Aboriginal Education Centre (named Woolyungah Indigenous Centre in December 2004).

The promotion of risk management awareness and internal audit benefits emphasised:

- Continuing support for the Wollongong University Student Association (WUSA) during the 2004 restructure
- Involvement of management cadets working with Deloitte teams in internal audit assignments
- The visit of a delegation from the Internal Audit Foundation of Indonesia to the University
- Provision of a risk evaluation matrix for international teaching delivery services
- Continued participation of the University's Internal Auditor in regional forums and professional associations including the world internal auditors' conference held in Sydney in June 2004.

FREEDOM OF INFORMATION

Objectives and Key Outcomes

Compliance with the requirements of the *Freedom of Information Act 1989 (NSW)*

- Publication of University documents in print and electronic form.

Improved access rights

All of the University's key publications, policy documents and organisational information are available, electronically, free of charge to the public via the University's website at www.uow.edu.au. This includes:

- The University Course Handbook
- Annual Report
- University Strategic Plan
- Student Guide and Prospectus
- Application Forms
- Codes of Practice
- All University Policies.

Persons unable to access the University's website may obtain relevant documents by submitting a request to the Freedom of Information (FOI) Officer (a fee may apply).

The University has a FOI website www.uow.edu.au/about/foi which is designed to assist members of the public to exercise their access rights under the FOI Legislation. It is the University's practice to provide staff and/or students with access to their personnel or student file on request, without the need to lodge a formal FOI application. Queries regarding FOI procedures and FOI applications can be made directly to the University via the FOI Officer, University of Wollongong, Building 36 (Administration), Northfields Avenue, Wollongong NSW 2522 (Telephone: 02 4221 3277).

In 2004, the University received six FOI applications. See Facts and Figures, Appendix C for the FOI statistical report.

PRIVACY

Objectives and Key Outcomes

Compliance with privacy legislation and improved awareness of privacy requirements

- Comprehensive training and induction sessions were held
- Review of policy compliance
- No privacy breaches reported in 2004.

Privacy training sessions continued for staff of the University and its subsidiaries in 2004. Privacy training is part of the University's new staff induction program and is also conducted on request.

In August 2004, training sessions were conducted for the purpose of preparing relevant staff for the *Health Records and Information Privacy Act* (2002), NSW (HRIPA) which came into effect on 1 September 2004. The University's Privacy Management Plan and Privacy Policy were also amended to take into account the coming into operation of HRIPA.

There were no internal reviews under Section 53 of the *Privacy and Personal Information Protection Act* (1998) NSW in 2004. No matters were referred to the University by Privacy NSW.

ETHNIC AFFAIRS PRIORITY STATEMENT

Objectives and Key Outcomes

Social Justice

- Improved cultural participation/integration at International House
- Cross-cultural and Indigenous Cultural Appreciation training

Community Harmony

- Cross cultural student teams contributed to local community

Economic and Cultural opportunities

- Improved employment outcomes
- Contribution to multicultural arts

2004 initiatives and achievements:

- Implementation of recommendations of Cultural Harmony Working Party at International House
- New programs offered on Cross-cultural Communication and Indigenous Cultural Appreciation for staff
- Various initiatives based on cross-cultural student teams worked in partnership with the community, building cultural harmony at a number of levels:
 - o Centre for Student Development Green team provided 2,000 hours of community service to Conservation Volunteers Australia
 - o UOW team (40 students) in Higher Education Workplace Skills Olympiad
 - o Five local employers hosted 45 students through *Univariate Illawarra*
 - o Teams explored graduate attributes and employability skills through *Graduate Attribute Challenge*
- Faculty of Creative Arts contributed to multicultural arts through
 - o *Spirit of Communities* exhibition with five cultural communities as part of the Illawarra Migration Heritage Project
 - o *Tracking Cloth* Symposium explored various cultural influences on Australian textile heritage

- o Three Indigenous Yolngu artists, Watjumi Mununggurr, Dhangal Gurruwiwi and Djapirri Maununggarritj contributed to the *Tracking Cloth* symposium and the work of students as Artists in Residence
- o Poet and Artist in Residence, Pi O, draws on ocker and migrant dialects in his poetry
- o *Fading Lines: Australian Artists in Pakistan* an exhibition organised by University graduates, travelled in Pakistan and Australia providing an important opportunity for cross-cultural exchange. Works included painting, drawing, printing to photomedia and video, textiles and bookmaking
- o Improved representation of staff whose first language is not English from 19% to 21%, exceeding target by 2%.

Identified activities for 2005 include:

- Expansion of the existing Ethnic Affairs Priority Statement Plan
- Review of organisational core values
- Australian Research Council research project through the Faculty of Commerce with Wollongong City Bushcare to understand volunteering motivations in culturally diverse regions
- Development of "good practice" resource and guidelines on inclusive curriculum and pedagogical practice
- Research proposals through the Shoalhaven Marine and Freshwater Centre will target benefits for Indigenous communities.

JUDICIAL ACTIONS

The University obtained a default judgment at the NSW Supreme Court in Sydney on 8 December 2004 against Harbridge Educorp Pte Ltd (Singapore) to recover the sum of A\$506,449, interest of A\$39,399 and costs of A\$1,100. The judgement was subsequently registered in Singapore as a judgment of the High Court of Singapore on 16 December 2004, pursuant to the *Reciprocal Enforcement of Commonwealth Judgments Act (Cap 264) (Singapore)*. Enforcement proceedings are continuing.

ACHIEVEMENTS AND PEOPLE IN 2004

LEARNING AND TEACHING

12



RESEARCH AND INNOVATION

16



INTERNATIONAL PERSPECTIVES

21



COMMUNITY ENGAGEMENT

24



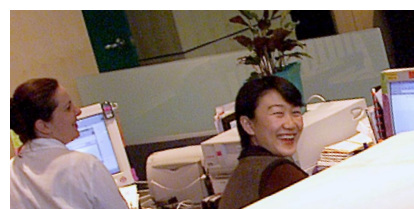
UOW STUDENTS

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UOW STAFF

28



2004 IN REVIEW

Achievements in the Learning and Teaching field in 2004 included:

- Approval of a Quality Review Framework to regulate the review of all courses and subjects
- An Honours Guide audit as part of the implementation of the new Code of Practice – Honours
- Introduction of a new Academic Grievance Policy and new Student Conduct and Discipline Rules
- Creation of a compulsory Subject Review Survey
- Introduction of the Good Practice Assessment Guidelines
- Introduction of a new Information Literacy Integration Policy and a review of the Information Literacy Introduction Program (ILIP)
- Approval of new Minimum Rate of Progress rules
- A redesigned Educational Strategic Development Fund
- Approval of a new policy on Prizes for Academic Excellence
- Implementation of new Assessment Committee Guidelines and Faculty Education Committees Terms of Reference.



Excellence in Teaching

LEARNING AND TEACHING

The University of Wollongong aims to:

- Create a learning and teaching culture distinguished by innovation and excellence
- An experience that gives all students the opportunity and skills to develop, grow and learn.

In 2004 the University revised the Learning and Teaching Strategic Plan to reinforce key learning and teaching objectives. These are a commitment to:

- Cultivate within our students the attributes of a Wollongong Graduate
- Support student learning
- Offer quality teaching programs
- Support quality teaching and professionalism.

CULTIVATING THE GRADUATE ATTRIBUTES

Development of the Graduate Attributes is a key measure of the University's achievement of its core purpose. The attributes focus on the qualities students develop during their period of study and include ethical standards, oral and written skills, team work, analytical ability and appreciation of diversity.

To support the cultivation of the Graduate Attributes the University launched the *Teaching Strategies for Graduate Attributes* website which links teaching strategies with the graduate attributes and provides best practice examples.

In 2004 library staff developed a new Information Literacy Integration Policy which communicates specific objectives and strategies to aid the inclusion of information literacy in curriculum development.

The 2004 review of the Information Literacy Introduction Program (ILIP) focused on instilling information literacy skills in first year students and the outcomes of the review will be implemented in 2005.

The University has also further embedded the cultivation of the graduate attributes into its teaching through the introduction of the Quality Review Framework which requires all subject reviews and subject outlines to articulate how the graduate attributes will be developed and assessed.

Further work is being done to strengthen the Graduate Attributes in each faculty. For example in 2004 all engineering programs were reviewed to strengthen information literacy. The Arts Faculty conducted a similar review and the 2004 Graduate Attributes Challenge provided an opportunity for students to show how the skills developed during study relate to future employment.

Internal results of the 2004 Course Experience Questionnaire revealed that over two-thirds of all students felt their course had helped them develop the key graduate attributes.

The introduction of the new Rules for Student Conduct, Discipline and Appeal will also assist the cultivation of the graduate attributes by detailing the expected behaviour and conduct of a student. Likewise, the new Academic Grievance Policy also supports the graduate attributes by encouraging professional behaviour.

STUDENT LEARNING

The University of Wollongong continues to be a student-centered institution where learning is enhanced by well managed resources, creative learning opportunities, and the provision of additional support for students with specialised needs.

The 2005 *Good Universities Guide* awarded the University the highest score in two key student sections. This result meant that for the past five years the University of Wollongong has achieved the highest ranking in Educational Experience and Graduate Outcomes.

The University also carried out the Student Satisfaction Survey. Overall 74.3% of respondents agreed or strongly agreed that the University has a supportive environment. The 2004 Student Outcome Indicators also revealed that the University had the lowest drop-out rate for first-year students in 2004 compared to other universities.

The University has put in place resources, technology and other infrastructure to encourage and support students to manage their own learning. This strategy is supported by a range of policies, systems and processes and empowering access to technology.

Faculties are also developing new support systems to assist students in particular disciplines. For example, the Faculty of Engineering will introduce an Enabling Course in 2005 for students preparing for Engineering study and a Maths Enabling subject has also been developed. The Faculty of Informatics has initiated a review to develop student monitoring and support systems.

In 2004 the University reviewed two of its rules to emphasise and encourage the use of student support services. The revision of

the Minimum Rate of Progress Rule allowed the University to introduce a referral stage for under-performing students. In 2004 the number of students on the minimum rate of progress program decreased to approximately 3%. The University's Special Consideration Policy was also monitored in 2004. The review will continue into 2005 but has already resulted in a revised online application process.

The University sought to improve access to higher education for regional and equity students by providing alternative entry programs, including:

- A mature age special admissions test
- An Aboriginal and Torres Strait Islander Entry Program
- A University Access Program (offered through the Wollongong University College)
- Articulation arrangements with TAFE.

The Peer Assisted Study Sessions (PASS) program continued to operate in 2004. The program is used in targeted subjects and employs high achieving students to act as peer leaders. Continuing evaluation shows that the PASS program is successful in reducing failure rates.

In 2004 the University ran a number of community service and student leadership programs, while the Centre for Student Development co-ordinated an increasing number of student internship and work experience programs. Through such programs, students contribute their skills to the community and, in return, learn from the mentoring of the community's professional and business organisations. Students from Education, Nursing, Law and Environmental Science also took part in work placements as part of their course program.

Innovative use of new technology continues to be a strength of the



Students using world class teaching facilities

University. Learning and teaching is supported by a centralised management and support system (WebCT) and investigations into the provision and installation of a new Learning Management System were undertaken in 2004.

Online support for students in 2004 included UniLearning, Higher Education Language Program (HELP) and Academic Assignment Assistance (Triple A). Use of subject web sites also spread rapidly in 2004 with over 700 subject coordinators utilising this resource.

In addition to existing pathways for students to enter tertiary study, a new Special Tertiary Entry Program (STEP) will provide 50 Commonwealth funded places a year for students from disadvantaged areas of the Illawarra.

The 2004 Education Strategic Development Fund round was also revised to give significant priority to Student Equity projects. Almost half the money awarded in 2004 will go to projects aimed at improving the entry, access, performance and retention of students from equity groups.



Students working on an assignment

QUALITY TEACHING PROGRAMS

The University of Wollongong's aim is to present up-to-date, well designed courses which are highly relevant to industry and professional needs.

In 2004, new guidelines which set out core principles for course and subject reviews were introduced. The Quality Review Framework places subject and course reviews within the overall University quality and planning cycle and includes a new Subject Review Survey. As part of the Framework each subject must be evaluated using the survey on a regular cycle. The review guidelines were first tested by the Faculty of Arts in 2004 and will be applied across all faculties in 2005.

The University has responded to market demand, with new courses on offer in 2004 in specialist areas such as nano-technology, geographical information systems, multimedia and logistics. The approval of a new medical school aims to meet the demand for more doctors in regional and rural areas, and demonstrates the University's innovative approach in developing quality teaching programs.

Key measures of the quality of the University's courses are the graduate employment rates. In December 2004 the Graduate Careers Council of Australia released its employment prospects for university students with the University scoring 12% over the national average with an enviable employment rate of 91.5%.

Streamlined assessment policies, a new Code of Practice – Honours and Student Academic Grievance Policy were implemented in 2004. A complete audit of Honours program guides was also conducted. The implementation of revised terms of reference for Faculty Education Committees

and the Assessment Committee Guidelines also reinforced the role of faculties in ensuring quality teaching programs.

As part of the ongoing quality cycle the Faculty of Arts conducted a significant curriculum review of all subject and course offerings in 2004. The Faculty of Commerce, Engineering, Creative Arts, Informatics, Science and Law also reviewed subjects and courses as part of their internal evaluation throughout 2004. The Faculty of Education has introduced a five year Course and Program Review System to implement the Quality Review Framework.

In 2004, 175 common teaching spaces of different sizes and designs were provided across seven on-shore sites. This physical learning environment was enhanced through the provision of highly advanced, technological teaching tools including EduStream, an internet-based lecture system.

In 2004 EduStream was used to enhance the quality of course delivery by providing recorded lectures and other learning materials on the internet and entered a phased implementation stage at South Coast, Loftus and Moss Vale centres and Wollongong Campus. Around 30 hours of lectures were recorded each week. In 2005 the system will be extended through installation in more lecture theatres and increased use (up to 96 hours per week).

The University began developing the Attributes of a Quality Learning Environment as a framework to improve the sharing of good teaching practice and innovative use of current and emerging technologies.

A revision of the Educational Strategic Development Fund realigned the grant money to the quality of courses and teaching at the University.

QUALITY TEACHING

A culture of excellence in teaching is evident at the University of Wollongong. The academic staff demonstrate their commitment to teaching through high levels of participation in teaching surveys and staff development workshops. 2004 saw increased staff participation in development and training courses with an overall increase of 12% in the number of courses provided and a 13% increase in participation. Knowledge of Equal Employment Opportunity (EEO) issues was also advanced with a 67% increase in staff participation in the EO Online Learning Module.

The Introduction to Tertiary Teaching program has developed into a highly effective course in teaching skills, peer support and reflective practice. It is offered to all commencing and continuing teaching staff at the University. In 2004 the course was redesigned to give participants

credit towards the Graduate Certificate in Higher Education.

The production of teaching tools, including the Management Strategies for Students Exhibiting Problematic Behavior, also help academic staff members to supervise students and develop their teaching style. Communication and audit programs such as that conducted for the Academic Grievance Policy, Policy Information Kits and Code of Practice - Honours assist academic staff to understand the requirements created by new policies and raise the quality of teaching practice.

Faculties also provide support and training for quality teaching. For example the Arts Faculty held specialist workshops for casual staff and a Faculty Induction Day on both the main and satellite campuses. The Faculty also produced a preliminary Code of Practice for Casual Staff based on the new

Code of Practice Teaching and Assessment.

The University continues to promote and encourage participation in Outstanding Contributors to Teaching and Learning (OCTAL) through the OCTAL Awards. As a result, the number of nominations reached record numbers in 2004. The OCTAL Awards process not only encourages teachers to compile evidence of excellence in teaching but also plan their long term staff development.

The Centre for Educational Development and Interactive Resources (CEDIR) Faculty Teaching and Learning Scholars Program supported an academic staff member's project on Good Practice in Group Work Assessment. The success of the program in 2004 has resulted in its expansion to all faculties in 2005.

PRIORITIES FOR 2005

The University has identified several priorities for 2005 to maintain its high reputation for excellence in the Learning and Teaching fields. In particular the University will monitor the performance of the Learning and Teaching Strategic Plan over its first full year of operation and communicate, implement and consolidate the range of new policies introduced in 2004.

Priorities for 2005

- Enhance the continuous review and improvement of course and subjects through:
 - i. the new review guidelines (under the Quality Review Framework)
 - ii. improvements in access to survey/statistical analysis
 - iii. the development of refined benchmarking measures
- Implement and promote the new Learning Management System
- Complete and introduce a comprehensive student equity and support plan
- Review and strengthen strategies to inculcate generic skills and Graduate Attributes
- Review and strengthen group work assessment policy
- Strengthen the system for tracking student grievances and outcomes.

2004 IN REVIEW

Research Management

The overall aim of the *Research Strategic Plan* is to facilitate the University vision by supporting excellent research that has international and national recognition and brings a sustained benefit to the community. The Plan is underpinned by a commitment to excellence, high quality outcomes and ethical conduct in research and research training. The University recognises that research excellence is a product of individual and collaborative achievement and an enriched research culture.

To this end, during 2004 the University reviewed both the administration and academic structures supporting research and a new Research and Innovation Division (RaID) was established. RaID manages the key administrative functions relating to research, research students, innovation and commercialisation.

Following the 2003 review of existing Research Centres and Institutes, a new funding structure was put in place to support the twelve identified areas of research strength.

In 2004, a faculty development pool was also created to support active and excellent researchers whose areas of focus lie outside the research strengths and to nurture the growth of emerging areas and new initiatives. Over time this dual funding model should result in greater integration of research development and planning with faculty planning.



Research in the local marine habitat

RESEARCH AND INNOVATION

Objectives and Key Outcomes

Increase the level of externally funded research to enhance the capacity and diversity of our research effort

- Significant increase in level of research income in 2004
- Broader distribution of new Australian Research Council (ARC) grants across all faculties and research strengths
- Grant writing programs for academic staff implemented
- Five star rating for research intensity in *Good Universities Guide*.

Improve quality of higher degree research student scholarship and training by aligning them with strategic research directions

- *Progress Review and Probation Guidelines* developed
- *Higher Degree Research (HDR) Student Handbook* developed as key resource for students and academic staff.
- *HDR Student First Year Review Guidelines* developed
- *Code of Practice – Supervision* substantially revised
- Library Support for Research Strengths project initiated.

Improve the quality, impact and recognition of outcomes of the University's research effort

- Discussion Paper #6 *Indicators of Journal Quality* released by Library
- Discussion Paper #5 *Research in the Humanities, Social Sciences and Creative Arts* released by University Research Committee.

Encourage linkages and commercialisation opportunities between researchers, industry and other partners

- New Managers of Innovation and Commercial Development appointed
- New commercial agreements established with Johnson & Johnson, Motorola and Defence Signals Directorate
- Renewal of Research Agreements with Bluescope and Integral Energy
- Continued success in new Australian Research Council (ARC) Linkage Grants
- Became a partner in the successful renewal of the Cooperative Research Centre for Polymers.

Identify, reward and promote research activities that enhance the international reputation of the University

- Continued success in ARC Linkage International Awards and Fellowships
- International Conference on the Science and Technology of Synthetic Materials (ICSM) held in July 2004 with 700 participants from 37 countries.

Create a strong culture of support for research excellence

- Reviewed research support structures resulting in a new Research and Innovation Division
- Implemented new funding structure to support areas of Research Strength.

RESEARCH HIGHLIGHTS

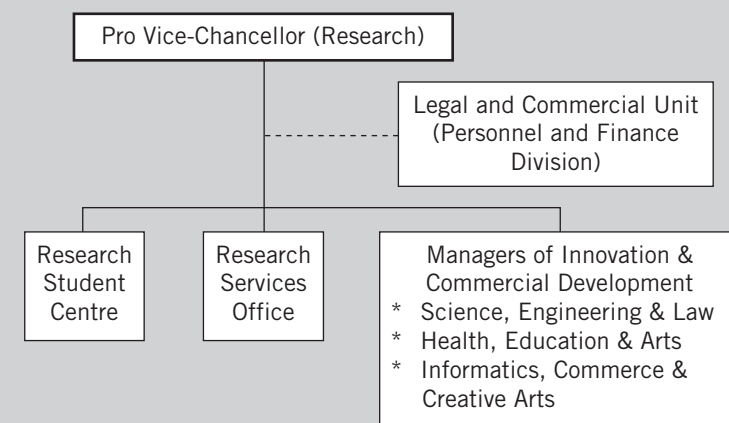
A five star rating for research was added to the University's list of achievements in the Australian *Good Universities Guide*. The University's ranking for 'Research Intensity' sees it join an elite group of eight Universities and is the only regional University in the top group rankings.

A major highlight for 2004 was the involvement of the University's researchers with the discovery of a new species of human in Indonesia. Professor Bert Roberts, Dr Chris Turney and PhD researcher Kira Westaway were involved with an international research team that announced the discovery of a near-complete skeleton (nicknamed the 'Hobbit') of a previously undiscovered species of humans on the Indonesian island of Flores, resulting in the publication of articles and images about miniature humans that co-existed with modern humans until relatively recently. As a key part of the project, Professor Roberts and colleagues have been developing new techniques for the dating of the Liang Bua area and other important Southeast Asian sites and their work will help to resolve long standing issues in the archaeology of the region.

Other specific highlights and achievements for 2004 included:

- Success in National Health & Medical Research Council (NHMRC) project grants – a success rate of 25% compared to national average of 22%. The number of grants awarded was the best result for universities that do not have operational medical schools
- 100% success in NHMRC development grants
- Success in ARC discovery grants – 32.7% success rate compared to national average of 30.8%
- A 100% success rate in ARC Linkage Infrastructure grants
- Success in ARC Linkage International Awards and Fellowships with the University placed second nationally for total dollars awarded
- Establishment of Australian Bureau of Statistics-sponsored Chair in Statistics
- Professor Gordon Wallace elected as a Fellow of the Academy of Engineering and Technological Sciences and also received the Royal Australian Chemical Institute (RACI) Stokes Medal for outstanding electrochemical research carried out in Australia
- Professor Lesley Head elected as a Fellow of the Academy of the Humanities
- Professor Buddhima Indraratna, from the Faculty of Engineering, elected as a Fellow of American Society of Civil Engineers, FASCE, for his contributions to geotechnical engineering research
- Professor Tony Hulbert recipient of a Fulbright Senior Scholar, one of only two such scholarships awarded in Australia for 2004. Professor Hulbert will undertake research into ageing and obesity at the City University of New York and Columbia University
- Professor Simon Ville awarded the inaugural Bruce McComish Prize for Economic History, for his book titled: *The Rural Entrepreneurs. A History of the Stock and Station Agent Industry in Australia and New Zealand*
- Dr Mark Nelson awarded the JH Michell Medal, for the best new researcher in Applied Mathematics in Australia and New Zealand
- Professor Mats Olsson was awarded a prestigious NSW Biofirst Award. The Award is designed to enhance biotechnology research in NSW by providing 'top-up' funding for emerging world-class research workers.

RESEARCH AND INNOVATION DIVISION ORGANISATIONAL STRUCTURE



RESEARCH FUNDING 2004

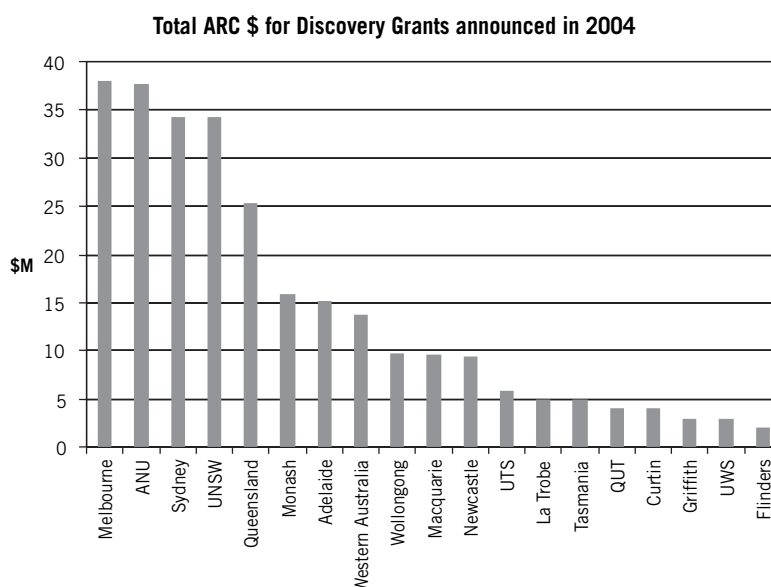
The University aims to consolidate the substantial growth that has taken place over the past decade, expand the scope, quality and depth of its research activities and continue to enhance its international and national reputation as a leading, research intensive University.

- Research Training Scheme income of \$13,540,826 – 2.50% of the national pool
- Institutional Grants Scheme income of \$5,330,900 – 1.87% of the national pool
- Research Infrastructure Block Grant income of \$2,739,082 – 1.71% of the national pool

Research Income

Source	2001 (\$M)	2002 (\$M)	2003 (\$M)
NCG	8.9	8.8	11.0
Other	2.3	2.5	3.0
Industry	5.6	5.5	6.2
CRC	1.0	1.8	2.7
Total	17.8	18.6	23.0

The University has an excellent track record in securing research grants, particularly from the Australian Research Council (ARC) which, together with the growth in activities supported by Cooperative Research Centres and large grants to several Centres, resulted in a 23.8% increase in research income from 2002 to 2003. For grants announced in 2004, the University ranked ninth nationally in ARC grant income relative to size and was awarded the total highest funding for Discovery grants outside the Group of 8. A key feature of the University's 2004 ARC performance was the success of grant applications from discipline areas outside traditional research strengths such as law, health sciences and commerce.



STUDENT SCHOLARSHIP AND TRAINING AND STRATEGIC RESEARCH DIRECTIONS

The Research Student Centre has undertaken a number of major initiatives to enhance the quality of the environment for research students and supervisors. They include a sound policy framework governing supervision practices, guidelines on the Higher Degree Research (HDR) process and an annual, centrally-run workshop on effective supervision. The University also encourages and rewards quality research supervision through the Vice Chancellor's award for Excellence in Research Supervision.

Support for the University's key research strength areas is evaluated on an ongoing basis and a targeted Library Support for Research Strengths project was initiated. This revealed a high level of satisfaction with Library resources and services and the alignment of the collection to research needs.

Other initiatives introduced in 2004 included the

development of a HDR Handbook, revision of the Code of Practice – Supervision, introduction of Progress Review and Probation Guidelines and implementation of the First Year Research Proposal Review.

The Research Training Librarian was appointed and is providing HDR students with advice on bibliographic searches, use of print and electronic resources, tailored research programs and working with faculties to integrate information skills into faculty research training.

STRATEGIC PARTNERSHIPS

The University continues to build mutually beneficial research linkages with industry with strong results in the ARC Linkage Scheme where success rates are continually above the national average. In 2004 the University's success rate was 55.5% compared with a national average of 50.7%.

The University's strategic partnerships have been extended through the Cooperative Centres and the ARC

RESEARCH STRENGTHS

Research Strength	Major External Funding Source(s)	Disciplines Represented	National Research Priorities
ARC Key Centre for Asia Pacific Social Transformation Studies (CAPSTRANS)	ARC	Sociology, comparative law, history and politics, accounting, economics and management	Safeguarding Australia
National Centre of Excellence in Functional Foods /ARC Key Centre for Smart Foods	NFIS/ARC	Dietetics, nutrition, physiology and pharmacology	Health
Bluescope Steel Institute for Steel Processing and Products	Bluescope Steel, ARC	Materials science and engineering	Frontier Technologies
Centre for Health Services Development	NSW Health	Public health, finance, accounting and economics management	Health
Centre for Maritime Policy	Australian Navy	Oceans law, marine and environmental science	Environment Safeguarding Australia
Engineering Manufacturing	CRC for Intelligent Manufacturing Technologies CRC for Welding	Mechanical, electrical and power engineering and materials science	Frontier Technologies
GeoQuEST Research Centre	ARC	Geology, geography, environmental science and spatial technologies	Environment
Institute for Biomolecular Science	ARC and NHMRC	Organic and medicinal chemistry and structural, cell and molecular biology	Health
Institute for Conservation Biology and Law	ARC	Conservation and marine biology, ecology, natural resources and environmental law	Environment
Institute for Superconductivity and Electronic Materials	ARC	Materials science, chemistry and physics	Frontier Technologies
Intelligent Polymer Research Institute / ARC Centre for Nanostructured Electromaterials	ARC Centre of Excellence funding	Chemistry and materials science	Frontier Technologies
Telecommunications and Information Technology Research Institute	CRC for Smart Internet Technology	Telecommunications engineering, computer science, education, graphic design and music technology	Frontier Technologies

Centres of Excellence programs. The University has also initiated new collaborations and renewed long-standing research relationships with a number of key partners:

- The Institute for Superconducting and Electronic Materials (ISEM) continued its outstanding ARC success with three Discovery grants including a QEII Fellowship and Australian Postdoctoral Fellowship, a Linkage International Fellowship and a Linkage Project grant with Hyper Tech Research Inc and Alpha tech International Ltd
- Professor Anatoly Rozenfeld, Head of the Centre for Medical Radiation Physics (CMRP), is part of a team that has won a prestigious research grant from the US National Space Biomedical Research Institute - NASA. The research project brings significant recognition to Australian science, and collaborators include the US Naval Academy, NASA Johnson Space Centre, The Johns Hopkins University and the Memorial Sloan Kettering Cancer Centre
- The Centre for Maritime Policy has won a major bid with the Indonesian Ministry of Marine Affairs and Fisheries to run a Master of Maritime Policy course for 15 Indonesian government officials. This contract follows the successful running of a Masters program in Maritime Studies/Policy for the Indonesian Government in 2002-2003.
- Telstra Corporation has partnered with researchers from the University's Smart Internet Technology CRC to develop an audio communication system that enables players in crowded virtual spaces to experience group conversation as close to reality as possible. The Dense Immersive Communications Environment (DICE) project brings the equivalent of a 3D sound experience with spatial accuracy and ambient plus real-time sound interaction
- Bluescope Steel has renewed its research partnership with the University for the next three years continuing the funding of the Bluescope Steel Institute
- Integral Energy has invested almost \$1 million over three years into the University's Power Quality and Reliability Centre. The funding aims to address

Australia's critical shortage of power engineers and at the same time, provide valuable research funding to help ensure future power quality and reliability for electricity consumers. Integral Energy's investment represents the fourth such agreement reached between Integral Energy and the University

- Nortel Networks, 3D Networks and the University joined forces to create a Telephony Centre of Excellence which will further strengthen the University's competitive position in communications technology
- Pharmaceutical company Johnson & Johnson have entered into a new partnership with the University for a drug discovery project involving the creation of the Phytogenesis Laboratory within the Department of Chemistry
- A research team in the Faculty of Informatics has signed a major contract with Motorola in the USA to develop wireless technologies.

COMMERCIALISATION

The introduction of the new RaID structure in 2004 and appointment of Managers of Innovation and Commercial Development will provide additional resources for commercialisation of research outcomes. In 2004, the University also negotiated an historic agreement with the technology transfer company of the University of Queensland, UniQuest. This first such agreement between two Australian universities will assemble resources and expertise to assess the potential of the University's research and development outcomes and, where possible, take them through to the most appropriate commercialisation vehicle (such as a spin-off company or licensing).

The development of the Innovation Campus will also create further opportunities and take industry partnerships to a new level of collaboration, by turning creative ideas into ground-breaking and marketable results.

INTERNATIONAL LINKAGES AND REPUTATION

In 2004, international research collaborations have largely developed as a result of individual initiatives and linkages, many of which have been highly effective and important. For example, in July 2004, the largest scientific conference hosted by the University, the International Conference on the Science and Technology of Synthetic Metals (ICSM 2004) was attended by 700 international and Australian scientists, (from 37 countries) including three Nobel Prize winners. Organised by the Intelligent Polymer Research Institute, ICSM 2004 enabled new collaborations between international and Australian research groups to develop.

PRIORITIES FOR 2005

- Develop a coordinated internationalisation strategy between the University Research Committee and the University Internationalisation Committee
- Reinforce the new dual funding model and associated practices
- Implement further training in research grant submissions and post-award grant management
- Implement new processes and structures for the Human Research Ethics Review
- Disseminate HDR policy changes more widely within faculties
- Review and improve resources for HDR students at the faculty level
- Develop and promote measures of quality research outcomes
- Identify and develop new areas of research strength.

INTERNATIONAL PERSPECTIVES

2004 IN REVIEW

The University's Internationalisation Strategic Plan 2005-2007 and the International Linkages Policy and Guidelines for Establishing Linkages were completed and endorsed by the University Council in October 2004. The implementation of the Plan will assist the University Internationalisation Committee (UIC), supported by its three subcommittees on International Studies and Alliances (ISAAC), Language and International Student Support (LISSC) and Marketing and Recruitment (MARC) in monitoring the progress of the University's international activities. The Plan covers the major areas of internationalisation, including teaching and research alliances and partnerships, student support and recruitment and the student experience.

More than 7,500 international students, representing more than 80 nations, were enrolled at the University (on and off-shore) in 2004. In addition to the campuses and access sites in Australia, the University has an off-shore campus in the United Arab Emirates (in Dubai) and delivers educational services to other international sites. International links are further facilitated by strategic partnerships, extensive study abroad and exchange programs and academic/research collaboration. The University has links with more than 150 leading institutions in 37 countries.

Challenges in 2004 included ensuring the University provided high quality education on-shore and off-shore and ensuring continuing support for research in order to uphold its strong international research reputation.

Strategies to effectively manage a greater diversity of student interest across all faculties were largely effective with business, commerce and information technology programs continuing to be in high demand. While "Study Abroad" enrolments were not as robust as previous years, indicators for 2005 signal a return to strong historic patterns of enrolment. The strength of the Australian currency continued to present significant challenges in relation to competition from other major destination countries. The emergence of Singapore and Malaysia as providers of high quality, English-language-based tuition, also presented itself as a new challenge to the higher education sector in Australia.

KEY INTERNATIONAL ALLIANCES

The International Linkages Policy supports the University's vision for internationalisation as set out in the *Internationalisation Strategic Plan* (2005-2007). The policy formalises the process of initiating and maintaining strategic links that benefit the University and covers the following types of formal linkages between the University and overseas institutions: University and Faculty agreements, Study Exchange and Study Abroad Agreements and Advanced Standing agreements. This year the targeted International Links Partners List was reviewed and updated.

The annual International Strategic Links Grants Scheme provided funding to 21 successful applications allocated across nine faculties. The University received 16 ARC Linkage International awards to further build on the University's profile internationally.

OBJECTIVES AND KEY OUTCOMES

Identify and develop key international alliances

- Internationalisation Strategic Linkages Policy implemented
- International Links Grants Scheme implemented

Prepare students for performing in an international, multicultural context

- Increased enrolments in International Studies (IS) Minor
- Conduct institution-wide tours

Enhance cultural sensitivity and understanding among staff and students

- Conduct Cross-cultural training for staff
- Increased rating for the Student Satisfaction Survey

Support the diversification of the student profile

- Development of faculty specific initiatives in *UniAdvice Recruitment Plan* for 2005

Equip international students with the skills and knowledge to engage fully in the UOW student experience

- Audit of all UOW off-shore partners and facilities
- Introduction of the HELP website for language skill development

Enhance the University's capacity to compete in the international market

- Increased attendance at overseas promotional events in conjunction with UOW Dubai
- Promotion of UOW achievements in the *Good Universities Guide*.



Students engaged in learning

The faculties have continued to develop productive links with major international universities and institutions. Contributing to the University and faculty profile, academic staff presented papers and keynote addresses at international conferences both in Australia and overseas. The University hosted 14 conferences at the Wollongong Campus, which attracted a range of international speakers and delegates. These included:

- The *International Korean Studies Conference*
- The *8th International Conference on Bulk Materials Handling, Storage and Transportation*
- The *11th Triennial World Conference "Educating for a World View"*
- The *28th Annual Conference "Regional Development – shaken but not stirred"*.

The University also presented a fibre/textile exhibit at the International Triennial of Tapestry in Poland.

PROGRAMS FOR AN INTERNATIONAL, MULTICULTURAL CONTEXT

The University continues to provide its on-shore students, both domestic and international, with opportunities to include international perspectives and experiences in their courses of study. There were 80 approved international study minors offered through the faculties of Arts, Education, Commerce, Science, Informatics and Law. Over 1,800 students enrolled in an International Studies Minor. A further 379 students enrolled in a Language Subject Minor provided by the Faculty of Arts. To further assist with the internationalisation of learning and teaching at the University, a proposal to develop a

framework of culturally-inclusive curricula has been prepared for consideration in 2005.

More than 2,000 international on-shore/on-campus students commenced full-time study in 2004. The University continues to encourage students to participate in study abroad, study tour and overseas practicum programs and approximately 50 students were on overseas exchange in 2004. The first International Study Tour was successfully conducted with students from multiple faculties across the University travelling to China for three weeks, gaining intensive in-country experience and education. To support exchange and placement programs, pre-departure and post-exchange debriefing sessions for students were held during 2004.

The Faculty of Arts offered an annual Japanese culture course at Kawasaki University for students enrolled in Japanese. The Faculty of Education has long-standing links with schools in China, Thailand, Malaysia and Fiji and students may elect to undertake the practical teaching component of their course at these schools.

CULTURAL SENSITIVITY AND UNDERSTANDING AMONG STAFF AND STUDENTS

The University encouraged staff to participate in development activities and teaching programs to support the teaching of its culturally diverse student body. Student administration, service and Library staff participated in cross-cultural awareness and cultural diversity training.

International Week 2004 provided the opportunity for students and staff to celebrate the diversity of cultures at the University with the local community. Activities

included international students broadcasting a video postcard from the University's website, and the Faculty of Science held a popular international student lunch.

Project Challenge South America, coordinated by Student Development, ventured to South America with students participating in an outdoor, cultural and experiential education adventure. Activities included tango lessons, working with children in poor public schools in villages, and trekking the high-altitude Inca Trail.

DIVERSIFICATION OF THE STUDENT PROFILE

International students were encouraged to broaden their courses of study with the development of new single-prospectus formats for undergraduate and postgraduate courses and a website course finder.

The UniAdvice Centre was restructured to provide a more focused approach to country and faculty matters. A new International Faculty Officer was appointed in the Faculty of Commerce and the joint Informatics/Engineering International Office was established.

The profile of the University has been raised among international students in Sydney with a rise of 50% in enrolments. Country-specific admission guidelines were enhanced specifically for China, Taiwan, India, Nepal and Sydney-based pre-university providers.

EXCELLENCE IN SUPPORT SERVICES FOR INTERNATIONAL STUDENTS

The University continues to deliver support services for international students to ensure they have access to appropriate services, facilities and student activities. The highly successful International Friendship Program, a host program for new arrivals conducted by Student Services, involved 85 students and 48 hosts. Orientation sessions for Study Abroad students and international students were also held.

Language skill development for use by off-shore and on-shore students through the Higher Education Language Programs (HELP) website was developed in 2004 and will be trialled in 2005. Curriculum-integrated language programs and seminars were available in faculties of Commerce, Law and Informatics. The Peer Assisted Study Session (PASS) program has supported the development of subject relevant study strategies for international students and has been beneficial in increasing the interaction between international and domestic students. The Studying and Living in Australia website has been redeveloped to provide a comprehensive range of information.

A review of Library resources at off-shore teaching locations was conducted to evaluate current services and establish benchmarks for future improvements. The Library services at Dubai have been significantly improved with the provision of greater resources. An audit of all contracts with offshore partners has commenced.

CAPACITY OF UNIVERSITY TO COMPETE IN THE INTERNATIONAL MARKET

In 2004, the University maintained a strong international focus and performed competitively in the international market. University presentations and promotions at tertiary education fairs, seminars and exhibitions both within Australia and overseas were ongoing throughout the year. The International Students Orientation Handbook and the website for international students were updated to support promotional activities.

The University has an active alumni network that is updated regularly with additional chapters for Dubai, Fiji and Papua New Guinea further increasing the network.

PRIORITIES FOR 2005

- Develop stronger links between the Internationalisation and Research Committees to strengthen the University's international and research profile
- Align targeted International Linkages Grants with the University's research objectives
- Conduct a major review of strategic alliances
- Align the international scholarship program to the internationalisation objectives
- Review faculty offshore management guidelines and develop an Offshore Management Plan
- Disseminate examples of good practice in integrating cross-cultural issue and perspectives into the curriculum.



Students enjoy a break between lectures

2004 IN REVIEW

The University adopted a more co-ordinated and strategic approach to Community Engagement in 2004. This involved the development of a specific *Community Engagement Strategic Plan* and the introduction of a Community Engagement Committee and an Office of Community and Partnerships.

Two major new developments for the University were the approval and funding for a Graduate Medical School and the Shoalhaven Marine and Freshwater Centre. Work also commenced on the new Wollongong Innovation Campus.

All three developments have the potential to significantly enhance the University's impact on the development and growth of the region.



University Team participating in charity fun run

COMMUNITY ENGAGEMENT

OBJECTIVES AND KEY OUTCOMES

Promote the sharing of knowledge between the University and its communities

- Office of Community and Partnerships opened April 2004
- Introduced new communication methods including the Community Engagement Newsletter, website and the Community Engagement Committee
- Introduced Chancellor Robert Hope Memorial Award for student achievement and community service

Contribute to sustainable economic and environmental management

- Commenced work on the Wollongong Innovation Campus
- Approval and funding for the Graduate Medical School and Shoalhaven Marine and Freshwater Centre
- Opening of the Futureworld Eco-Technology Centre
- Supported the installation of the Wave Generator at Port Kembla and the Acid Sulphate Soils Technology Site at Berry

Strengthen incentives and resources for educational growth and development

- Hosted international conference on educational leadership and held educational leadership seminars and workshops
- Coordinated workshops for school students and teachers and co-ordinated University Discovery Days.

Take an active role in community social and cultural development and well-being

- Foundation sponsor of the new Wollongong Symphony Orchestra
- Supported a diverse range of musical and cultural events including International Week
- Participated in the Community artworks program, the International Friendship Program and International Study Tour program
- Hosted *Arrive Alive* Eastern University Games.

SHARING OF KNOWLEDGE

The University contributed to public discourse through a series of lectures, seminars and workshops covering, for example, current issues in society and the arts, the economy, industrial relations and the environment. Some of the highlights for the year included the continuation of the highly successful *Frontiers in Science* and *Uni in the Brewery* public lecture series, topical public forums and free seminars and workshops for business and community at the Futureworld Eco-Technology Centre.

In 2004 a new Community and Partnership website was launched as a portal between the University and the community, while the Media and Latest News websites continued to provide easy access to University articles and information. A total of 144 media releases and 241 stories on the latest research, teaching and learning activities were published electronically together with four editions of 'Campus News'. In 2004 the University received strong media coverage, averaging between 40-50 references each week.

The University was also a major contributor in the development of a Wollongong Community website, a portal that will serve the needs and promote the interests of Wollongong community members. The

staff members involved in this project were part of a group nominated in 2004 for a Prime Minister's Award for Excellence in Business Community Partnerships.

University staff contributed to a number of organisations, enquiries and committees at regional, national and international levels. The University's online expertise database received over 3,000 hits in 2004. The expertise and professional skill of community members also helped inform University decision-making through external membership of the University Council and other committees. Representatives from government, industry, business and the community sector continued to sit on the Vice-Chancellor's Advisory Board.

STIMULATING ECONOMIC DEVELOPMENT

Regional data shows that the University is now the second largest non-government employer in the Illawarra region and contributes more than \$500 million to the regional economy with export earnings in excess of \$90m.

The University's two main developments came closer to realisation in 2004. The Innovation Campus, announced in 2002, reached a number of important milestones during the year including the release of the Local Environment Plan and Master Plan for the campus, the appointment of the first employee and the commencement of work on site. Work also began on the new Graduate Medical School building at the main campus following the announcement of capital funding of \$10 million. Local surgeon, Professor John Hogg, was appointed as Foundation Dean. Extensive consultation with local doctors and community representatives about curriculum development and work on the accreditation process were initiated.

A number of other successful University and community partnerships had a positive impact on communities within the Illawarra and surrounding regions. The University's Science Centre and Planetarium continues to be one of the region's major tourist drawcards, attracting more than 52,000 visitors in 2004.

A new development, the Shoalhaven Marine and Freshwater Centre, will see the University apply its research expertise to the development of a sustainable aquaculture industry along the NSW South Coast. Federal Government funding of \$660,000 to establish a collaborative facility, co-ordinated and led by the University, in partnership with the Shoalhaven City Council was announced in October 2004. Centre staff plan to work in close collaboration with members of the region's community and business organisations.

Other achievements in 2004 included the opening of the Futureworld Eco-Technology Centre, expansion of *Film Illawarra* to include six regional councils, and a joint business initiative with Nortel Networks and 3D Networks

to establish a Telephony Centre of Excellence.

In 2004 the University hosted 15 major conferences for approximately 3,500 delegates and 155 smaller conferences, workshops and seminars for approximately 13,000 delegates.

ENCOURAGING ENVIRONMENTAL SUSTAINABILITY

A review of environmental practices on campus has been undertaken and will form the basis of the development of an Environmental Management System in 2005. Once again, University staff were actively involved in land, water and biodiversity management and planning. The Faculty of Science students undertook 53 environmental science research projects and staff from a number of faculties were involved in contract research projects relating to such areas as bushcare, creek rehabilitation and water recycling. The Centre for Student Development's Green Team Program continued its Community Service partnership with students volunteering 2,000 hours of environmental work. The University also continued to promote public transport options for students and staff including subsidising a campus shuttle bus service.

SUPPORTING EDUCATIONAL DEVELOPMENT

University staff played an active role in efforts to excite student interests and re-energise teaching in the key areas of science, technology and mathematics. The Science Centre and Planetarium is at the forefront of the University's educational outreach activities. In 2004 the Centre attracted classes from 210 primary and 266 secondary schools across NSW and the appointment of a full-time Education Officer greatly enhanced the quality of visits. A special schools event was also organised to coincide with the International Conference on Synthetic Metals. Links to schools were further strengthened with the development of an expanded school outreach program called Star Trails.

The Faculty of Science offered the *Siemens Science Experience*, a *Modern Perspectives in Science* course, a number of annual science competitions and further developed its For Schools and Frontiers in Science websites. Staff in Informatics and Engineering conducted a number of events including workshops for teachers, support for high school enrichment programs, extension courses, support for the Illawarra High Schools Research Expo, and sponsored Year 10 and Year 12 prizes in Mathematics and Technology. Faculty of Education staff were involved in regular Science Fun Days for local primary schools and in a range of literacy and numeracy workshops for school students. Students in the Faculty of Law also developed and delivered

interactive workshops to high school students.

The Centre for Educational Leadership continued its role in supporting school teachers through activities and initiatives which included co-sponsorship of the annual International Conference on Educational Leadership, and by hosting regular Educational Leadership breakfast seminars.

The University aims to improve access and equity through the scholarship program. In 2004 some 333 scholarships were awarded, of which 132 were supported by external partners, including 69 work-integrated learning scholarships, 26 community-sponsored scholarships, 32 sports scholarships and five equity scholarships.

SOCIAL AND CULTURAL DEVELOPMENT AND AWARENESS

In 2004 the University became a foundation sponsor of the new Wollongong Symphony Orchestra and sponsored the annual *Southern Stars Schools Spectacular* and *Carols by Candlelight Christmas Spectacular*. Musical highlights for the year included a concert by internationally acclaimed classical pianist, Stephen Hough, at the Wollongong Town Hall, the 'Riversdale' chamber music concert, and the HEADS exhibition of portraits held for the third successive year.

The Faculty of Creative Arts continued to play a key role in fostering the visual and performance arts in the region. In 2004 the Faculty hosted 16 exhibitions, established a new Art Prize, staged 14 different productions, continued the successful Artist-in Residence and Writer-in Residence programs and formed a new Dean's Advisory Committee for Community Liaison. The University's Art Collection received its largest ever donation in 2004, with a collection of 70 prints valued at \$200,000. Regular exhibitions were also held on campus, which are open to members of the public and are strongly promoted through the local media.

The University's Equal Employment Opportunity Unit plays a major role in promoting cultural diversity on campus and within the wider community. In 2004 it relaunched its *Surfing Diversity* brochure, extended the Equity Online learning program to include students and developed a new diversity module for the academic staff training program. International Week 2004 featured international food, literature, music, dance, film, sport, and seminars on campus and the University supported Wollongong's major annual cultural festival *Viva La Gong*.

The International Friendship Program (IFP) continued to provide opportunities for cultural exchange between international students enrolled at the University and members of the community. Creative Arts students

staged an exhibition which recognised the contribution of migrant communities to the economic and cultural life of the Illawarra. An International Study Tour program was also introduced in 2004 and saw 17 students visit China as part of their international studies program.

PROMOTING COMMUNITY HEALTH AND FITNESS

Researchers from the Biomechanics Research Laboratory were awarded a Gold Medal for Outstanding Achievements in Applied Research in Sports Medicine under the *NSW Sports Safety 2000 Awards* and research conducted by the Smart Foods Centre and the Metabolic Research Centre also received widespread media coverage. University research into child obesity, cancer and schizophrenia treatment also made advances during the year and promise to have far-reaching effects on community health.

The Northfields Clinic continued to provide low-cost psychological assessment and treatment services to members of the public. The Clinic saw over 370 adults and 125 children in 2004 which is an increase of 130% and 25% respectively over last year's numbers. The appointment of a new Director and expanded staff hours of employment has led to the development of a number of initiatives and programs to enhance the Clinic's service.

PRIORITIES FOR 2005

- Achieve the objectives of the Community Engagement Committee
- Develop the Office of Community & Partnerships as a coordinating point between community members and the University's faculties and units
- Strengthen educational outreach activities, especially through a strategic project on enhancing educational aspiration and achievement in regional schools.

UOW STUDENTS

STUDENT REPRESENTATION

Two student bodies offer students at the University of Wollongong a voice on issues and support in times of need. They also provide a range of services from study facilities to second hand books, along with clubs and societies. 2004 was a year of major audit and review of structures and relationships. The Student Representative Council (SRC) was restructured as the Wollongong Undergraduate Student Association (WUSA). WUSA worked with University administrative staff to negotiate and develop a new constitution. Additional compliance procedures in areas such as finance and audit, occupational health and safety and electoral processes were also developed allowing WUSA to conduct its annual elections online.

RESIDENTIAL ACCOMMODATION

The University continues to place a high emphasis on providing comprehensive and appropriate accommodation services that meet the full range of student needs. This assists in making the University more attractive to students, improving services to research students and improving education outcomes. In 2004, Accommodation Services continued to develop strategies for improving facilities and services in the University's residences which include Campus East, International House, Weerona, Graduate House, Kooloobong and Gundi.

The residences offered 1,238 places in 2004 (10% postgraduate and 90% undergraduate). They were home to a population consisting of 26% domestic and 74% international students (with approximately 25% Study Abroad students). The Accommodation Office also assisted over 4,000 students to find accommodation in the private rental market.

Trends during the year indicated a continually growing demand for accommodation. The University implemented a range of improvement to its accommodation during the year. This included building an extra 130 self-catered beds adjacent to the Wollongong Innovation Campus site (due for completion in May 2005), modernising catering facilities, expanding dining rooms as well as a range of other refurbishments.

INDIGENOUS PERSPECTIVES

Engagement with Indigenous communities is led by the Aboriginal Education Centre, which in late 2004 changed its name to the Woolyungah Indigenous Centre to represent more adequately the Centre's roles and constituency. The Centre continued to work with local Indigenous communities and provide research, teaching and study resources for Aboriginal studies students, teachers and the wider community.

The University continued its Indigenous Cultural Appreciation staff training program and supported an Indigenous Writers' Night through the Faculty of Arts. An Aboriginal artist, Frank Gohier, was artist-in-residence in the Faculty of Creative Arts during the first half of 2004. During his residency he conducted workshops with local Indigenous artists while his work formed part of an exhibition which celebrated the cultural community of Darwin and which also featured a number of prints by Indigenous artists from the University's art collection.

THE STUDENT EXPERIENCE

The University aims to provide students with the opportunity to improve their career prospects, ignite their imaginations, build confidence and lay foundations for new friendships. University of Wollongong students benefit from being part of an international community that draws students from around Australia and numerous overseas locations. The University of Wollongong recognises that students learn in many ways, from formal teaching settings, research in libraries and laboratories, as well as from other students and the many cultural, recreational and artistic activities that are available to them as members of the University community.

In 2004 the University of Wollongong hosted 19,570 students across its on-shore and off-shore teaching sites and of the students responding to the 2003-2004 Satisfaction Survey 88.5% were either "very satisfied" or "generally satisfied" with their overall student experience.

Student satisfaction with a selected range of support services increased from 80% to 83% in the 2003-2004 student survey. 88% of responding students found assistance provided by administrative staff to be at an acceptable/satisfactory level. This rose to 91% with regard to assistance provided by faculty staff.

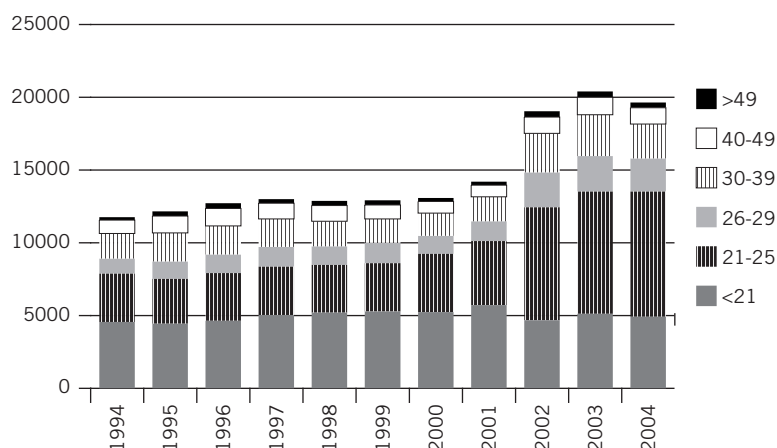
The University is extremely proud of its campus environment which is open, spacious and extensively landscaped. Just over 95% of student respondents agreed that the University provides a relaxing and friendly atmosphere.



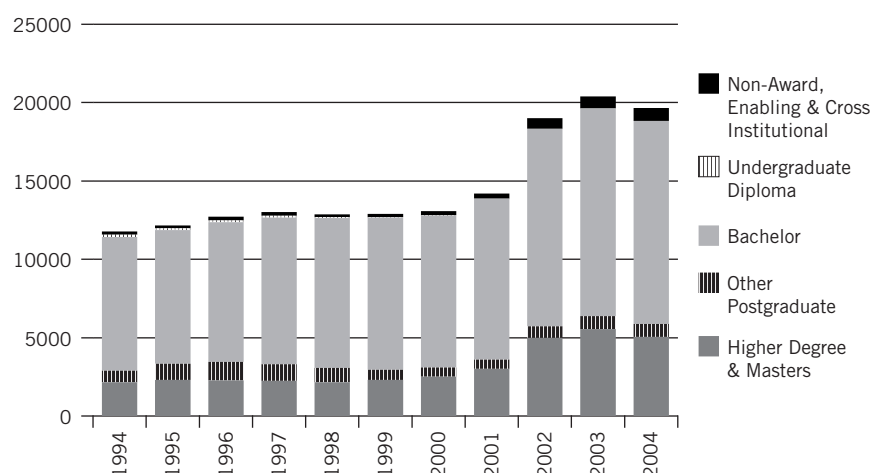
Students enjoy the campus grounds

ENROLMENT BY AGE

UOW STUDENTS



ENROLMENT BY COURSE TYPE



UOW STAFF IN 2004

Academic Activities	1,150
Academic Support	201
Institution Services	252
Other*	117

* Other includes Independent Operations, Student Services & Public Services

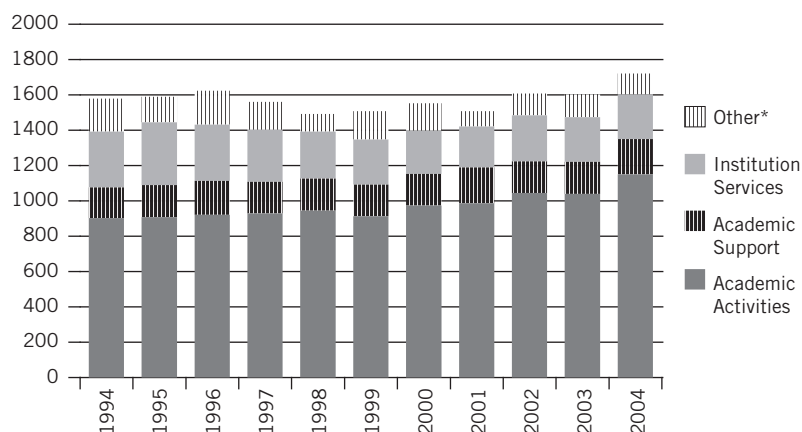
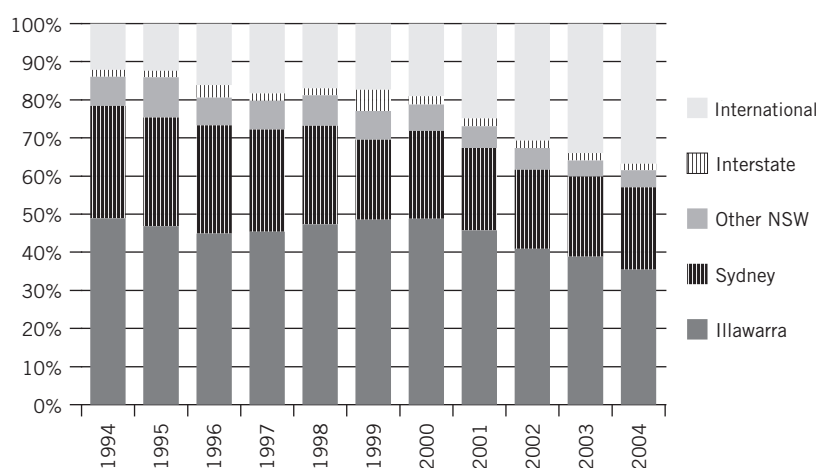
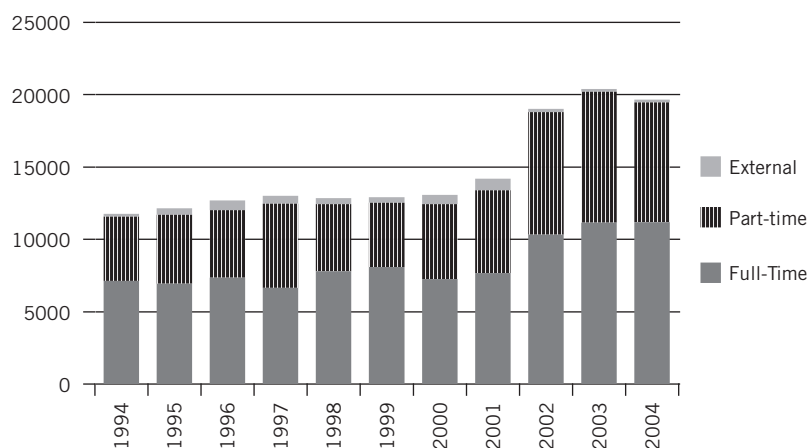
UOW STAFF

UNIVERSITY CODE OF CONDUCT

The *Code of Conduct* is approved by the University Council. It aims to clarify the obligations and standards of behaviour expected of staff of the University and assist them to resolve any ethical issues that may arise during the course of their duties (www.uow.edu.au/student/calendar/code_of_conduct.html). The Code reflects the University's Guiding Principles, as published in this Report.

Under the Code the University is accountable to its staff, students, the public and governments. It is in the interests of all members of the University to maintain the highest possible ethical standards including accuracy, honesty, cooperation, tolerance and acceptance of obligations as well as rights.

The University is committed to the principles of equal opportunity and encourages staff to pursue equity in all aspects of their activities. The University acknowledges that it cannot formulate policies to address all possible issues which may be faced by members of the University community.



The development of an ethical environment relies on each person taking responsibility for his or her own behaviour after considering State and Federal law, the University's stated values, the provisions of its codes and policies and the advice of senior staff.

The University's policies and guidelines (listed below) and State and Commonwealth legislation provide the structural framework and reference for the Code:

- Electronic communication and information
- Conflict of interest
- Use of official facilities and equipment
- Secondary employment
- Financial interest
- Intellectual property
- Acceptance of gifts or benefits
- Copyright
- Discrimination and harassment
- Reporting corrupt conduct
- Occupational health and safety
- Grievance
- Use of the University's name
- Relevant state and commonwealth legislation
- Protecting confidential information

STAFF POLICIES AND PROCESSES

In recognition of the strategic importance placed on staff recruitment by the University a number of further initiatives were undertaken in 2004. These included the:

- development and implementation of a new template and advertising style guide to improve the effectiveness of recruitment campaigns
- launching of a new recruitment website to facilitate candidates submitting their applications online and the provision of a range of detailed information on the University, its recruitment

processes and working and living in Wollongong

- introduction of work sample, cognitive ability and personality testing in appropriate areas as part of the University's selection processes
- introduction of new training courses for staff in selection processes.

Other initiatives in 2004 included the implementation of new parental leave provisions for staff, a review of all letters of offer and starter packs for new employees and an internal on-line customer satisfaction survey of all University staff. The survey provided a range of information in relation to staff satisfaction with working at the University and the services provided by the Personnel, Recruitment, Career Development and Occupational Health and Safety Units. The results of the survey have informed the development of initiatives to enhance services and develop a *Customer Service Charter* for the Personnel Unit. In conjunction with this initiative the Personnel Unit undertook a calling campaign to regularly make contact with staff.

During 2004 the University also undertook an upgrade of its central human resource information system.

CAREER DEVELOPMENT

In 2004 there were 115 courses delivered by the Career Development Unit (CDU). This represents a 29% increase in the number of courses offered compared to the previous year. There was a 31% increase in the total number of participants completing training programs with 1,726 staff attendances at CDU courses.

The continuing development of staff was also supported by a range of policies which provide opportunities and financial assistance to staff wishing to undertake tertiary study, attend external training programs or participate in professional development activities. To ensure

that these policies continue to meet individual and university needs and are relevant in relation to current trends, a comprehensive review was undertaken. Recommendations from the review will be implemented in 2005. Eight staff were awarded postgraduate sponsorships, four of these were in the Master of Business Administration (MBA) program, two for the Master of Accountancy, one for the Master of Information and Communication Technology and one for the Master of Arts.

Investing in the development of the University's leaders continued to be a focus in 2004. 16 staff successfully completed the Certificate IV in Business (Frontline Management) and 28 academic staff members completed a newly developed leadership program for Heads and Associate Deans. The Heads and Associate Deans program is designed to build on and develop the leadership capabilities of current and potential leaders. It comprises a number of learning elements: facilitated group sessions, one-on-one development support and peer networking opportunities. A leadership survey was also developed and piloted in two divisions during 2004.

Two new online training programs were developed in 2004. *Getting Started @ UOW* is an orientation module intended for staff in the first month of their employment. The program has been positively received both internally and externally including achieving first place in the *2004 Computerworld Project Excellence Awards* – Health & Education category. The second program *Records Management @UOW* provides instruction on the University's records management system.

OVERSEAS VISITS BY EMPLOYEES

University of Wollongong employees made 637 visits to 54 international destinations. The main purpose of these trips was conference and study tours.

MANAGING INDUSTRIAL & EMPLOYEE RELATIONS

As both general and academic staff Enterprise Agreements expired on 30 March and 30 June 2003 respectively, enterprise bargaining was a major focus during 2004. Substantial progress had been made in academic enterprise bargaining and a pay offer for the academic staff was agreed to in principle in November 2004. The offer is for a 24% increase over a four year period from March 2004 to March 2008. This was conditional on the union representing academic staff agreeing to a three year agreement from the date of certification which is expected around March 2005. No pay increase has been agreed with the unions representing general staff to date as bargaining is not so advanced.

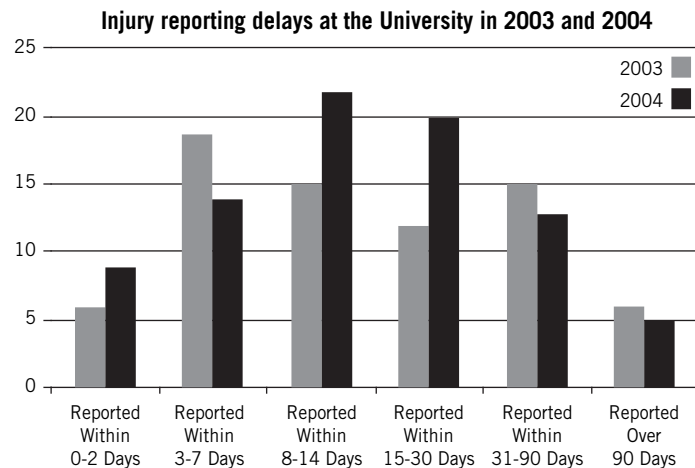
In relation to enterprise bargaining, the National Tertiary Education Union (NTEU) took industrial action which consisted of stop work meetings on 14, 15 and 16 July 2004. The Community and Public Sector Union (CPSU) also took industrial action which consisted of strike action on 4 March and a stop work meeting on 31 March 2004.

Both academic and general staff have received administrative pay increases during 2004 of 3% from 1 March and 2.33% from 1 October.

Following a detailed benchmarking exercise during 2004 involving extensive consultation with the Liquor Hospitality and Miscellaneous Workers Union (LHMU), the University took the decision in December 2004 to outsource its Wollongong cleaning services as agreed benchmark targets could not be achieved through internal restructuring. The preferred supplier was the Spotless Group. 77 employees will be entitled to a full redundancy package as a result of this decision. All existing University cleaning staff have been given preference in employment with the new contractor as part of the transition arrangements.

BEST PRACTICE IN OCCUPATIONAL HEALTH AND SAFETY (OH&S)

During 2004 there was continued improvement in the University's key performance indicators of Lost Time Injury Frequency Rate (LTIFR) and Average Time Lost Rate (ATLR). The former moved from 9.22 in 2003 to 5.52 for 2004 and the ATLR moved from 12.16 in 2003 to 9.87 for 2004. Both the above decreases represent a significant improvement and are reflective of better OH&S and injury management practices.



The number of reported workers compensation claims in 2004 was 84, compared with 70 in 2003. This increase primarily related to increased reporting of overuse injuries. As demonstrated by the graph, the number of reported incidents (including students and visitors) increased to 216, an increase of 17.5% from the previous year of 184 reports. This improvement in reporting was due to a number of strategies across the campus aimed at increasing the number and maintaining the awareness of the need to report incidents.

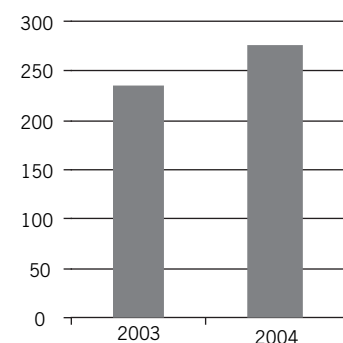
Measuring and improving the delay in injury reporting was another key performance indicator for 2004. There was no improvement in the delay in reporting of injuries, and the measure did not meet the target measure of all injuries reported within seven days. Whilst the performance can be attributed to the increase in overuse injuries, which typically have a slow onset and hence a delay in reporting of the injury, there will be a continued and heightened focus on the issue

in order to ensure performance improves in 2005.

The University also undertook a comprehensive review of its OH&S information system requirements during the year. A new system which will better meet the University's needs as a self-insurer will be implemented in 2005.

Following the implementation of new OH&S consultation arrangements, training for all members of the 13 new Workplace Advisory Committees across campus was completed in 2004. Other key initiatives undertaken during the year included the development of local area OH&S plans at faculty and

Number of incidents reported at the University in 2003 and 2004



divisional level and the introduction of improved procedures in claims and injury management.

There have been no prosecutions under the OH&S Act in 2004.

STAFF PRIORITIES

- Finalise and implement the Human Resources Strategic Plan
- Review and improve the leadership program for Heads and Deans
- Implement Personnel's Customer Service Charter.

SUPPORTING EQUAL OPPORTUNITY AND SOCIAL JUSTICE

Objectives and Key Outcomes

Develop needs-based programs for Equal Employment Opportunity (EEO) groups

- Launched Linking Women network
- Women in Commerce Research Platform
- Workshop series *Switched On*, an integrated development program for academic women
- Mentoring of Indigenous staff.

Improve employment access & participation by EEO groups

- Indigenous cadetships and traineeships
- Representation improved or maintained for all equity groups
- Distribution index improved for female members of general staff¹
- Representation and promotion rates improved for Academic women.

Improve understanding of EEO responsibilities and accountabilities

- Emphasis on management training
- Increased equity awareness through EO Online
- EEO strategies established in faculty planning.

NSW Action Plan for Women

Distinguish UOW as employer of choice for women on basis of work/life initiatives

- Survey staff on work/life issues
- Groundbreaking maternity leave provisions

Research on the *Recruitment and Retention of Academic Women* highlighted the tension women feel in balancing work and family responsibilities. A work/life survey was conducted mid year and the results provided the basis for a number of initiatives for 2004/2005. New maternity leave provisions became effective from 1 December 2004. A women's network *Linking Women* was launched and a research network for women was established in the Faculty of Commerce. The overarching strategy for recruitment and retention of women is to distinguish the University as an employer of choice for women on the basis of its work/life initiatives.

Representation of all equity groups has improved except for the Aboriginal and Torres Strait Islander group, which has remained at the same level as 2004. Significant improvements have been made in the area of people with disability or whose first language is not English. Representation of women increased from 48% to 49%. The distribution index¹ of female members of general staff was identified as falling in 2003 with poor representation at senior levels. There has been a positive movement from 77% to 80% on this index in 2004. Academic women's representation has increased by 1% to 34% and their promotion rate in 2004 was 38%, which included the promotion of three women to Professor.

The University's comprehensive online learning initiative, EO Online, has provided the basis for equity training. The increase of EO Online completions is reflected in the 128% course delivery increase and the 67% increase in courses offered. The efficiencies of on line delivery have enabled targeted equity programs to be delivered face to face.

A new EO Online module for students will be developed in 2005 as one of the initiatives of the newly established Campus Equity Education Consultative Committee. This Committee will promote equity and diversity to provide a positive and rewarding student and employment experience and develop education strategies to improve awareness of harassment and discrimination issues.

The University continues to focus on the objectives of its Disability Action plan. In 2004, 328 students were provided with assistance through the Disability Program including 161 new registrations. Assistance took the form of assessment of reasonable accommodation and provision of training in independent learning skills as well as assistive technology and the provision of notetakers, readers and scribes when necessary.

EEO Priorities

- Further development and implementation of strategies to improve recruitment and retention of academic women and senior women generally
- Continued improvement of EEO accountability and ownership
- Further development of the Indigenous Employment Strategy.

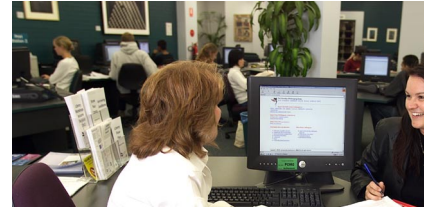
¹ A Distribution Index of 100 indicates that the centre of the distribution of the EEO Group across salary levels is equivalent to that of other staff

RESOURCES AND CONTROLLED ENTITIES

UOW RESOURCES

34

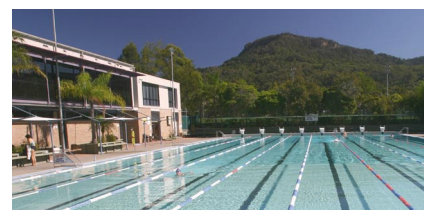
University Library
Information Technology Services
Campus Facilities



CONTROLLED ENTITIES

37

Illawarra Technology Corporation
Wollongong Unicentre
University Recreation and Aquatic Centre
Enikos Pty Ltd



UOW RESOURCES

UNIVERSITY LIBRARY

The University Library has expanded its range of resources and services to match the growth of the University. The University's goals of excellence in learning, teaching and research are underpinned by access to half a million books, over 22,000 journal titles, 200,000 journal volumes, 250 databases and 3,000 e-books. Planning for an extension to the main Library is also underway.

Quality Assurance

Benchmarking of mission-critical activities was a key driver of the Library's quality assurance program. A review of library services at off-shore teaching locations, including visits, led to the introduction of a quality assurance process to evaluate current services and to establish benchmarks to measure future developments and improvements. Recommendations from the review are being implemented, including the production of a CD-ROM to introduce off-shore students to the University's online learning environment and web resources.

Client satisfaction with Library services and resources was re-evaluated through the Client Satisfaction Survey which facilitates benchmarking with other Australian academic libraries. The University Library continued to be placed in the top quartile of performance against all assessment categories and established a new national benchmark in the category of 'Communication'. 88% of clients rated the Library as good to excellent and 91% of clients rated the overall quality of the Library as good to excellent, an improvement of 9% since 2000.

Certification against the International Customer Service Standard was another benchmarking milestone for the Library. Major strengths noted by the auditors were: collective and detailed planning, quality management and client focus. Re-accreditation as an 'Investor in People', an international standard, reaffirmed the Library's commitment to staff management and development to achieve business goals.

Learning and Teaching

Information literacy initiatives were designed to improve inculcation of the Graduate Attributes for all students, including those studying at overseas locations. The new Information Literacy Integration Policy was endorsed by the University Education Committee, establishing a framework for the systematic integration of information literacy programs into curricula. Building on successes in on-shore information literacy programs, staff worked closely with Dubai library staff to develop a tailored Information Literacies Introductory Program (ILIP) for Dubai students.

Research Strengths

A comprehensive review of Library support for the University's research strengths indicated that researchers have a high level of satisfaction with information resources and with Faculty Librarians' liaison services, including assistance with collection, development and information literacy tuition. Access to resources in electronic format, particularly research specific databases was highly valued. While most information needs were being met, some gaps were identified. Critical gaps were filled by 46 new subscriptions to targeted journals or databases (including 15 titles from the Nature Research and Review series) and key monograph acquisitions.

Other significant additions to research resources included access to the journal storage database. This is a database of digitised archives, or back issues, of over 350 core scholarly journals covering a wide range of disciplines.

The Research Training Librarian continued to work closely with the Research and Innovation Division to improve the research student experience.

Valuing Alumni

Services and resources offered to Alumni were reviewed and extended to include access to the collection and information resources through the Library's website and selected online databases and journals across a range of subject areas. The value placed on this service was evidenced by the significant increase of Alumni registering with the Library.



Students search the library catalogues

INFORMATION TECHNOLOGY SERVICES

The University's information technology infrastructure upgrade programme was continued throughout 2004. The goals and directions set out in the *IT Strategic Plan* were reviewed and adjusted and the three-year business plans that underpin the University's IT infrastructure directions were reviewed and rewritten to reflect changed requirements and directions. At the corporate level, progress was monitored via the IT Policy Advisory Committees and the IT Forum Review Group.

A series of important IT infrastructure milestones were reached during 2004. The University's external fibre connection was implemented, replacing the less reliable and smaller capacity microwave link. The wireless network capability was extended to cover the main campus, while the progressive hardwire switch and cabling upgrades were also completed for the main campus. In line with agreed plans, the University's core server infrastructure was further upgraded to improve processing and data storage capacity, and to increase reliability and security.

The physical environment housing the infrastructure was further upgraded to improve security and to block or reduce the impact of unforeseen disasters. Commissioning of the disaster recovery room was completed and the physical security of the main machine room was substantially upgraded. The first stage of a two-year plan to upgrade air-conditioning in the main machine room was also completed. Of particular note was the installation of a generator to provide back-up power for the main machine room. This will be followed in early 2005 with the implementation of a similar facility to support the disaster recovery room.

The University continued to upgrade its core applications throughout 2004. A large number of functional improvements were successfully introduced to all of these systems and their efficiency of operation was substantially refined. The University's managed desktop programme was extended to cover the vast majority of administrative units and will be further extended to include the academic units over the coming two years.



Computer laboratory

CAMPUS FACILITIES

2004 was another productive year in providing professional facilities management to meet the strategic needs of the University. In August a three-level extension to the Commerce Building for the Commerce faculty's Research Centre was completed and has provided additional and much improved facilities for the increasing number of students.

The construction of an additional student accommodation complex at the University's Campus East commenced and is due for completion mid-2005.

Following heritage listing of three Nissen type Huts located at Campus East, two of these buildings were relocated and are being refurbished for adaptive reuse. Part of the refurbished complex will be used for additional childcare facilities for students and staff.

In August the Minister for Education, Science and Training announced the establishment of a Graduate Medical School for the University. The Buildings and Grounds Division has commenced fast-track planning for a new building on the Wollongong Campus which will be located on the site of the old Gymnasium due to be demolished early in 2005. The building is scheduled to be completed mid-2006. In addition to the Medical School on the Wollongong Campus, another Medical School facility will be established at the Shoalhaven Campus. This will be co-located with the Shoalhaven Marine and Freshwater Centre.

A building condition appraisal was completed during 2004, which will form the basis of longer-term building maintenance and refurbishment planning.

Extensive new parking arrangements to address the increasing pressures on the Wollongong Campus were introduced this year. The new arrangements included the establishment of restricted parking areas, a Parking Station to replace daily parking permits being sold at frequently congested main entrances and the provision of Pay and Display parking ticket machines in particular car parks. The new parking regulations are enforced by the NSW Government Infringement Processing Bureau.

To provide a more visual and practically-attired security service Security Officers adopted a new uniform. The change was from the traditional light blue police style shirts and navy trousers to a more

vibrant and visible uniform including bright yellow shirts and blue "cargo" style trousers. The new uniform is compliant with security industry regulations, is more practical for emergency situations and more visible generally, which promotes a safer working environment and a higher profile security presence on campus.

Following the success of the water consumption reduction programme in 2003, further measures were employed during 2004, including the installation of water-saving devices in additional buildings on campus. As a result overall water consumption has been reduced substantially.

Environmental Sustainability

Buildings and Grounds has completed a review of environmental practices which will form the basis of the development of an Environmental Management System to continue to improve the University's environmental focus.

Recycling

Buildings and Grounds has in place a paper recycling program which, in 2004, recovered in excess of 300 cubic metres of recyclable paper.

Greenhouse Emissions

Following the University's success in being awarded the NSW Government's "Silver Green Globe Award" in 2003 for its commitment and practices to reduce greenhouse gases, the Buildings and Grounds Division has continued the program of upgrading systems in 2004 to further reduce energy consumption.



Opening of the new Commerce Research Centre

CONTROLLED ENTITIES

ILLAWARRA TECHNOLOGY CORPORATION LIMITED (ITC)

Quality as a Driver of Business Excellence

Adopting the International Standard of AS/NZS ISO 9001:2000 has enabled ITC to align and integrate other aspects of management, such as occupational health and safety, as part of the current quality management system. During 2004, ITC undertook and was successful in achieving AS/NZS ISO 9001:2000 certification for the Auckland campus. This now brings Auckland in line with all ITC domestic operations.

ITC was awarded the *Employer of Choice for Women* accolade by the Equal Opportunity for Women in the Workplace Agency (EOWA) for its third successive year. The citation was awarded to only 115 organisations Australia-wide. It enables ITC to position itself in a competitive employment market as an employer who values diversity, attracting and retaining the best talent.

Wollongong University College

Wollongong University College (WUC) continued to offer English language and university pathway programs to domestic and international students at campuses in Wollongong, Sydney and Auckland. Total enrolments declined by 3% at Wollongong and 18% in Sydney, while Auckland grew significantly in a difficult market, mainly in the Diploma programs. Articulation agreements were reached with several universities in Australia and New Zealand. College academic programs including Diplomas, Foundation Studies, the University Access Program for mature-age domestic students and the equity-based Special Tertiary Entry Program (STEP) program for disadvantaged local school leavers were all accredited by the Academic Senate of the University. College academic procedures were overhauled to bring them more into line with those of the University. A comprehensive tracking study showed a high success rate of College students at the University of Wollongong (both undergraduate and postgraduate). Pass rates from various programs ranged from 80% to 90%, consistent with the national average for universities.

UOW in Dubai

In 2004 the University of Wollongong in Dubai consolidated its presence in the United Arab Emirates (UAE) through the establishment of a second and larger site at Knowledge Village. The University is now the largest education provider in Knowledge Village with approximately 1,500 enrolments and offering state-of-the-art facilities to its students.

The biggest achievement, however, was the granting of accreditation for all of the University's undergraduate and postgraduate programs by the UAE Ministry of Education. This success now enables Gulf Cooperation Council (GCC) Nationals and citizens from the majority of other Arab states to study with the University, confident that their degrees will be fully attested by the government of their country.

FINANCIAL STATEMENTS

The Financial Statements of the Controlled Entities are available in an additional report titled *2004 UOW Annual Report: Controlled Entities*. The report is produced to meet statutory requirements and provided to the relevant Government agencies.



Olympic pool at the University Recreation and Aquatic Centre

UniAdvice

2004 saw a number of significant issues for the University in the Public Affairs area. Strategic projects such as the Medical School and Innovation Campus enhanced the University's media activities both domestically and abroad. Accordingly, ITC created a separate Public Affairs Unit.

The Office of Community and Partnerships was established to develop and maintain the University's important relationships with external stakeholders including Alumni, scholarship and corporate partners and community groups.

The Service Centre implemented the first phase of the Customer Relationship Management System with all prospective student interactions tracked and allocated to individual case officers from the point of application submission. The Service Centre has been restructured into two admissions teams (each with territory responsibilities as well as faculty responsibilities) and a customer management team, focused on email and telephone response. A complete renovation to the area occupied by the Service Centre, as well as International Student Recruitment and Domestic Student Recruitment, with improved facilities for visitors and front-counter enquiries has improved the work environment.

International Student Recruitment achieved a 3.7% increase in commencing students over the full year of 2004. There was a focused effort on international student recruitment through offshore event participation, especially in Malaysia, Singapore and India. Groundwork was laid for a turnaround in incoming study abroad students for 2005, and increases in paid students for 2005 courses from the United States, China, Canada, Indonesia and Taiwan.

UniAdvice achieved its targets for domestic student recruitment in 2004. The University made a record number of offers to prospective students to commence study in 2005. Approximately 4,000 main-round offers were made, including 2,437 to recent school leavers via the Universities Admission Centre (UAC) and 1,513 direct offers. UAC figures released in December 2004 indicated a record number of school leavers chose the University as their first preference. School leaver first preferences had increased to a record 8%, up from 7.4% in 2003. Domestic postgraduate coursework student offers for students commencing study in 2005 also increased to record numbers indicating a 19% increase.

WOLLONGONG UNICENTRE

The UniCentre used a wide range of communication and feedback processes to market and improve its products and services. Website and email communication continues to grow, and the 'What's on' email list reached over 9,000 subscribers (over 50% of the campus population) during 2005. A wide range of surveys, mystery shopper and focus group programs provided key feedback in product and service development. In particular, the Campus Food Services survey led to the sourcing of a new healthy foods operator, and a strategic emphasis on expanding social opportunities on campus. The Customer Service Index (CSI) program, a survey tool developed by the UniCentre to provide detailed customer feedback as a continuous improvement tool also recorded an overall UniCentre improvement by four points.

Price benchmarking activities during 2004 demonstrated that core UniCentre products and services deliver excellent value, with an average price discount between 5% and 10%. The UniCentre book discount at 12.5% remains the highest in the country. Operating hours were again extended, with at least one food outlet open 10am-9pm during session, and 9am-3pm on weekends, during session. The UniShop also opens additional hours during session.

There was extensive product and service innovation throughout 2004, with ongoing menu changes in food outlets, the introduction of an online conference registration facility, new University clothing and memorabilia as well as half-price newspapers in the UniShop, and extensive and diverse entertainment programs ranging from 'Jet' to 'Bar Salsa' with many variations between. The Centre for Student Development ran a wide range of student-focused programs, with particular highlights being the high level of involvement of volunteers in the UniCrew and 'Green Team' environmental programs. 42 University clubs with 2,961 members were supported during 2004, and the UniCentre organised a range of competitions including the ever popular Bands Comps, DJ Comps, Poetry Competition and Acquisitive Art Award.

Significant investment in capital projects during 2004 included replacement of kitchen equipment and the main exhaust system, refurbishment of the Sal Paradise coffee shop, Keira Buffet and the Conference and Function Centre, and an extensive upgrade of the playground in Kids' Uni South.

External recognition of UniCentre programs was provided to Kids' Uni North, which achieved an outstanding high validation under the National Child Care Accreditation program, a two-year reporting waiver from Equal Opportunity for Women Agency (EOWA), and the achievement of all benchmarking targets in the Work Cover Premium Discount Scheme.

UNIVERSITY RECREATION & AQUATIC CENTRE

The University promotes community health and fitness through the activities of its Recreation and Aquatic Centre (URAC) and through a variety of education, research and outreach projects.

Extensions to the Recreation and Aquatic Centre were fully utilised in 2004 as gym usage and aerobic classes exceeded expectation. In particular URAC experienced increased participation in the swim for fitness, aqua, running, yoga and Pilates programs. Drops in usage were seen in tennis and the swim school.

URAC staff numbers increased significantly due to increased levels of service. This has added to URAC expenses both in terms of wages and resources but has given many students their first employment opportunity.

The highlight of the year was the hosting of the *Arrive Alive Eastern University Games* in July, an event that had a positive \$3M economic impact on the region and attracted more than 3,500 participants and over 100 volunteers from 28 universities.

Other 2004 results in summary:

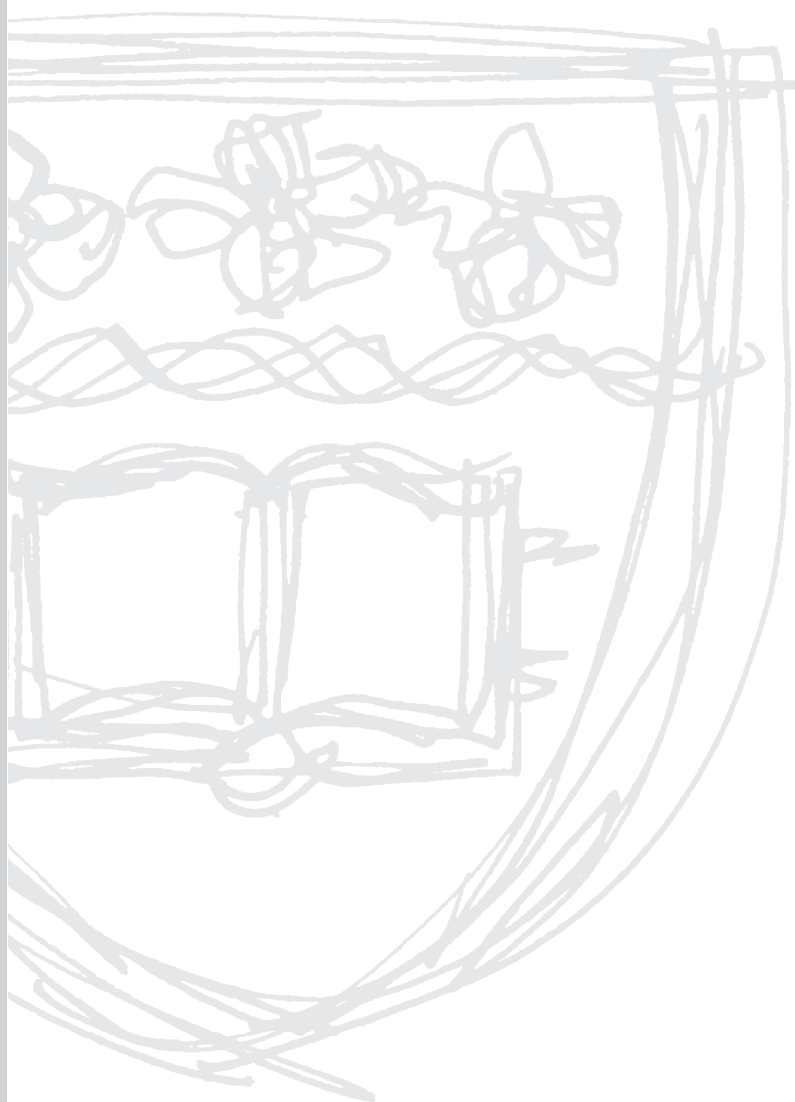
- All operational Units achieved targets, with significant increases in fitness services and pool usage
- Significant increase in oval income (44% above 2003)
- Corporate Governance Day completed for all Board and URAC Ltd staff
- Australian University Games, Sept 25–30 in Perth. 186 students paid over \$1,200 each to attend. This was almost twice as many student participants as 1999 when the Games were last in Perth
- Master-planning commenced for potential stage 10, including hosting of Physical Education lectures and facilities temporarily in 2005
- Board approval for renovation of artificial hockey surface and all four tennis courts over summer.



Students participating in a social sporting competition

ENIKOS PTY LTD

Enikos Pty Ltd was formed in June 2003 as a commercial vehicle to develop and supply software tools for next-generation multi-media applications based on the MPEG-21 standard. Housed at the University of Wollongong Enikos Pty Ltd provided the first set of tools to allow users to browse, create and customise digital items compliant with the MPEG-21 standard. MPEG-21 is a new standard for the delivery of complex multi-media content and is set to dominate as a format for multi-media digital item creation, distribution and use. During 2004, Enikos Pty Ltd has been an active participant in the MPEG International Standards activities and worked with several customers on the specific application of Digital Items to markets such as music delivery and content archiving.



FACTS AND FIGURES

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UOW Faculty Structures
Senior University Officers
University Structure

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University Council Role and Function
Membership and Attendance
Academic Senate
Senior Academic Advisory Committees

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Freedom of Information Statistics
Equal Employment Opportunity Statistics

APPENDIX D 50

Academic Promotions

APPENDIX E 51

Major Works
Minor Works
Land Holdings and Disposal



UOW FACULTY STRUCTURES

Faculty of Arts

School of English Literature,
Philosophy and Languages

School of Social Sciences, Media
and Communication

School of History and Politics

Faculty of Commerce

School of Accounting and Finance

School of Economics and
Information Systems

School of Management and
Marketing

Graduate School of Business and
Professional Development

Faculty of Creative Arts

School of Music and Drama

School of Art and Design

School of Journalism and Creative
Writing

Faculty of Education

Faculty of Engineering

School of Civil, Mining and
Environmental Engineering

School of Engineering Physics

School of Mechanical, Materials and
Mechatronics Engineering

Faculty of Health and Behavioural Sciences

Department of Biomedical Science

Department of Nursing

Department of Psychology

Graduate School of Public Health

Faculty of Informatics

School of Information Technology
and Computer Science

School of Mathematics and Applied
Statistics

School of Electrical, Computer and
Telecommunications Engineering

Faculty of Law

Faculty of Science

School of Biological Sciences

Department of Chemistry

School of Earth and Environmental
Sciences

APPENDIX A

SENIOR UNIVERSITY OFFICERS

Chancellor

Mr Michael Codd, AC, BEc (Hons) Adelaide

Deputy Chancellor

Mr George Edgar, BSc UNSW, FAIM

Vice-Chancellor & Principal

Professor Gerard R Sutton, BE MEngSc UNSW, PhD CUA

Vice-Principal (Administration)

Mr David Rome, BSc (Hons) MSc UWA, FAICD

Vice-Principal (International) & Managing Director, Illawarra Technology Corporation

Mr James Langridge, BBus Dip Tech (Public Admin) UTS, Dip Tertiary Ed MEd
(Admin) NE, FAICD

Pro Vice-Chancellor (Academic)

Professor Rob Castle, BEc MEc Sydney

Pro Vice-Chancellor (Information Technology)

Professor Ah Chung Tsoi. MSc PhD Salford, BD Otago, FIE Aust, FIEE, SMIEEE,
CPEng, CEng (until 27 Feb 2004. Position discontinued)

Pro Vice-Chancellor (Operations)

Professor John Patterson, DipPhysEd STC, MSc Oregon, MEd Syd, EdD N
Colorado, FAICD

Pro Vice-Chancellor (Research)

Professor Margaret Sheil, BSc (Hons) PhD UNSW

Dean of Faculty of Arts

Professor Andrew Wells, BA Hons MA Monash, PhD ANU

Dean of Faculty of Commerce

Professor John J Glynn, MA PhD Kent, MPhil Exeter, FCCA, FCPA

Dean of Faculty of Creative Arts

Professor Andrew Schultz, BMus PhD Qld, MMus London

Dean of Faculty of Education

Professor Barry Harper, BSc DipEd UNSW, PhD UOW

Dean of Faculty of Engineering

Professor Chris Cook, BSc BE Adel, PhD NSW

Dean of Faculty of Health & Behavioural Sciences

Professor Don Iverson, BSc MSc PhD Oregon (until 30 June 2004)

Professor Patrick Crookes, BSc (Nurs) Leeds, Cert Ed York, PhD Hull, RGN, RN.
(Acting from 30 June 2004)

Dean of Faculty of Informatics

Professor Joseph Chicharo, BEng(Hons) PhD UOW, FIEAust, SMIEEE

Dean of Faculty of Law

Professor Stuart Kaye, BA LLM (Hons) Sydney, JSD Dal

Dean of Faculty of Science

Professor Rob Whelan, BSc (Hons) Flin, PhD WA

Foundation Dean Graduate School of Medicine

Professor John Hogg, AO, MBBS (Sydney University) FRCS (Ireland), FRCS (England) FRACS DDU (Vascular) (Appointed 30 August 2004)

Dean of Students

Ms Yvonne Kerr, DipPhysEd CertHealthEd MSc Oregon, MEd Syd, FACHPER

University Librarian

Ms Felicity McGregor, BA DipLib UNSW, AALIA

Academic Registrar

Ms Gillian Luck, BBus USQ, GradDip Public Sector Management, Griffith, GAICD (until 28 May 2004)

Mr Nathan Asher, BA, UOW, MBus (HRM), CSU, (acting 28 May to 15 October 2004)

Dr David Christie, BSc (Hons) PhD USyd (from 18 October 2004)

Director, Buildings and Grounds

Mr Bruce Flint, BBuild (Hons) UNSW, MBA UOW

Director, Personnel & Financial Services

Mr Chris Grange, BA UNSW, MCom UOW

Director, ITS & Strategic Planning Unit

Mr Chris Edmondson

General Manager, Accommodation Services

Mr Graeme Chambers, MCom (Hons) UNSW

General Manager, UniAdvice

Ms Robin Buckham, BA DipEd USyd, MCom UOW

Director, CEDIR

Ms Helen Carter, DipTeach (Math), GradDip (AdEd), MEd (IT) UOW, MEd Leadership (HE) Macq.

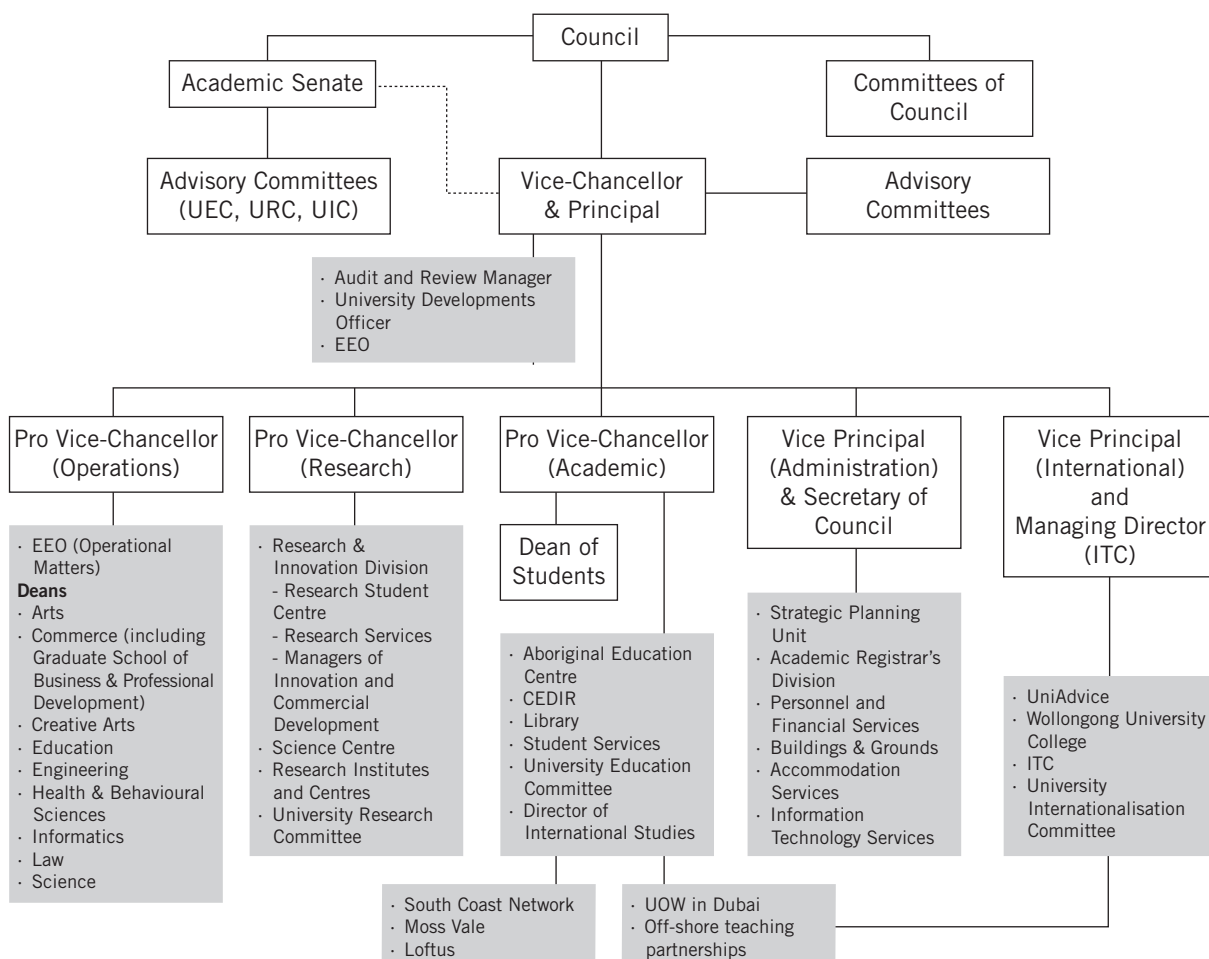
Associate Professor Greg Hampton, BA (Hons) Macq, PhD, UOW (Acting Head from June 2004)

Director, Equal Employment Opportunity

Ms Robyn Weekes, BA Grad Dip Law UOW, AALIA

FOI and Privacy Officer

Ms Tempe Lees, BSc BLegS Macq, MBA UOW (until 7 May 2004)
Ms Mei Poh Lee, (from 15 June 2004)

UNIVERSITY STRUCTURE 2004

APPENDIX B

UNIVERSITY COUNCIL ROLE AND FUNCTION

Under the *University of Wollongong Act* (1989), the Council is the governing authority of the University. The Council acts for and on behalf of the University and controls and manages the University's affairs and concerns. Section 16 (1B) and (1) of the Act provides that, in exercising the University's functions the Council may:

- monitor the performance of the Vice-Chancellor, and
- oversee the University's performance, and
- oversee the academic activities of the University, and
- approve the University's mission, strategic direction, annual budget and business plan, and
- oversee risk management and risk assessment across the University (including, if necessary, taking reasonable steps to obtain independent audit reports of entities in which the University has an interest but which it does not control or with which it has entered into a joint venture), and
- approve and monitor systems of control and accountability for the University (including in relation to controlled entities within the meaning of section 16A of the Act), and
- approve significant University commercial activities (within the meaning of section 21A of the Act), and
- establish policies and procedural principles for the University consistent with legal requirements and community expectations, and
- ensure that the University's grievance procedures, and information concerning any rights of appeal or review conferred by or under any Act, are published in a form that is readily accessible to the public, and
- regularly review its own performance (in light of its functions and obligations imposed by or under this or any other Act), and
- adopt a statement of its primary responsibilities, and
- make available for members of the Council a program of induction and of development relevant to their role as such a member.
- provide such courses, and confer such degrees and award such diplomas and other certificates, as it thinks fit,
- appoint and terminate the appointment of academic and other staff of the University,
- borrow money within such limits, to such extent and on such conditions as to security or otherwise as the Governor on the recommendation of the Treasurer may approve,
- invest any funds belonging to or vested in the University,
- promote, establish or participate in (whether by means of debt, equity, contribution of assets or by other means) partnerships, trusts, companies and other incorporated bodies, or joint ventures (whether or not incorporated),
- establish and maintain branches and colleges of the University, within the University and elsewhere,
- make loans and grants to students, and
- impose fees, charges and fines.

Section 16A of the Act also sets out Council functions in regard to controlled entities.

MEMBERSHIP AND ATTENDANCE

	Meeting Attendance	
	Attended	Possible
EX OFFICIO		
The Chancellor		
Mr Michael Codd AC, BEc (Hons) Adel	6	6
The Vice-Chancellor & Principal		
Professor Gerard Sutton, BE MEng Sc UNSW, PhD CUA	6	6
The Chairperson of the Academic Senate		
Professor David Griffiths, BSc NSW, DPhil Oxon	6	6
ELECTED BY THE NSW LEGISLATIVE COUNCIL		
The Hon Amanda Fazio MP	3	6
ELECTED BY THE NSW LEGISLATIVE ASSEMBLY		
The Hon David Campbell MP	4	6
NSW MINISTERIAL NOMINEES		
Deputy Chancellor		
Mr George Edgar, BSc UNSW, FAIM	4	6
Ms Susan Browbank, BSc CSU, MPubHealth UOW, DipEd UNE	4	6
Mr Kerry Kyriakouides, BLaws USyd	6	6
Mr Joe Scimone, BEng GDiplR MBA UOW	4	6
APPOINTED BY COUNCIL		
Dr Brian Hickman, BSc MSc DSc Melb	4	6
ELECTED BY THE STUDENTS OF THE UNIVERSITY		
Ms Diana Nestorovska	4	6
ELECTED BY CONVOCATION		
Ms Josie Castle, BA (Hons) USyd, MA Warwick	6	6
Ms Sue Chapman, DipHealthAdmin CSU, BA MBA UOW	6	6
Ms K Christian, BMet UOW	6	6
Ms Laura Wilson, BA UOW, GradDipTESOL UTS	3	5*
ELECTED BY THE FULL TIME ACADEMIC STAFF OF THE UNIVERSITY		
Professor Julie Steele, Dip Teach Kuring-Gai College of Further Ed, BPE (Hons) UWA, PhD UOW, FASMF	5	6
Ms Nadia Verrucci, BA (Hons) DipEd MCom (Hons) UOW	4	6
ELECTED BY THE FULL TIME GENERAL STAFF OF THE UNIVERSITY		
Ms Lynne Wright, DipTeach Woll College, GradDip School Librarianship Riverina-Murray Inst of Higher Ed	4	6

* Ms Laura Wilson was granted leave of absence for the June 2004 Council meeting

ACADEMIC SENATE

All matters relating to the academic life of the University, namely teaching, research, scholarship and related activities within the University are considered by the Academic Senate.

APPENDIX B

ACADEMIC SENATE

Membership:

Ex Officio Members:

Vice-Chancellor
Vice-Principal (Administration)
Vice-Principal (International)
Pro Vice-Chancellors
Deans
University Librarian
Director of CEDIR
Head of the Aboriginal Education Centre (renamed Woolyungah Indigenous Centre)
Faculty nominated ex-officio positions

Elected Members:

- Faculty members - the number of academic staff elected by and from each faculty is determined by subtracting the Dean and faculty nominated ex-officio positions for that faculty from the number of allocated positions for that faculty. Faculties must have at least 50% of their allocated positions available to elected members.
- One member elected by and from the Academic Services Division, which includes Aboriginal Education Centre (renamed Woolyungah Indigenous Centre) academic staff, Learning Development staff, Library staff and CEDIR educational consulting staff.
- One member elected by and from the Institute Directors.
- Six students elected by and from the students enrolled for a degree or diploma in the University, four of which must be Undergraduate, two of which must be Postgraduate students.

Chairperson and Deputy Chairperson

The Academic Senate must elect every two years a Chairperson and a Deputy Chairperson from among the Professors and Associate Professors of the University, normally from those who are not Heads of Academic Units or Deans.

SENIOR ACADEMIC ADVISORY COMMITTEES

University Education Committee (UEC)

The University Education Committee provides leadership in the development of policies and strategies aimed at achievement of the University's objectives in teaching and learning.

Membership:

Pro Vice-Chancellor (Academic), (Chair)
 Dean of Students, (Deputy Chair)
 Academic Registrar
 Chairs of each Faculty Education Committee
 Chairperson or Deputy Chairperson of the Academic Senate or nominee
 Five senior academic (senior lecturer and above) members of staff appointed by the Academic Senate
 A nominee of the University Research Committee
 Head of the Centre for Educational Development and Interactive Resources
 University Librarian, or nominee
 A person appointed by the Pro Vice-Chancellor (Academic), in consultation with the Vice-Chancellor, who shall be the liaison officer for TAFE articulation agreements and the technical adviser on policies and procedures relating to course rules, admissions and conditions of prizes and scholarships for all coursework degrees
 A nominee of the Wollongong University Postgraduate Association who is enrolled in a postgraduate diploma or degree at the University
 A nominee of the Wollongong Undergraduate Student Association who is enrolled in a diploma or degree at the University.

In addition, the Committee is able to co-opt additional members.

University Internationalisation Committee (UIC)

The University Internationalisation Committee provides policy advice, goals and strategies for internationalisation within the University.

Membership:

Vice-Principal (International) (Chair)
 Pro Vice-Chancellor (Academic)
 Pro Vice-Chancellor (Research)
 Chair of Academic Senate
 University Librarian
 Director, International Studies
 Director, Dubai Campus
 Director, Wollongong University College
 Academic Registrar
 General Manager, UniAdvice
 Manager, International Student Recruitment, UniAdvice
 Manager, International Relations, UniAdvice
 Dean, Graduate School and Commerce
 Director, CEDIR
 Manager, Student Services
 Manager, International Business Development
 Faculty Members (one per Faculty)
 Two academic members elected by and from Academic Senate
 Two student members elected by Academic Senate
 Chairs of sub-Committees

In addition, the Committee is able to co-opt additional members.

University Research Committee (URC)

The University Research Committee is the central body for research management at the University. It has the responsibility of developing policies and procedures regarding research and overseeing their implementation.

Membership:

Pro Vice-Chancellor (Research) (Chair)
 Chair of Academic Senate
 Deputy Chair (Postgraduate)
 Deputy Chair (Resources)
 Chairs of each Faculty Research Committee
 The Dean of each Faculty
 Directors of Category A Research Units
 University Librarian or nominee
 Two higher degree research students, elected by postgraduate students.
 Chair of the Thesis Committee
 Chair of the Ethics Committee
 Up to four additional members nominated by the PVC (R)

APPENDIX C

FREEDOM OF INFORMATION STATISTICS 2004

Section A Numbers of New FOI Requests

FOI Requests	Personal	Other	Total
A1 New (including transferred in)	5	1	6
A2 Brought forward	0	0	0
A3 Total to be processed	0	0	0
A4 Completed	5	1	6
A5 Transferred Out	0	0	0
A6 Withdrawn	0	0	0
A7 Total processed	5	1	6
A8 Unfinished (carried forward)	0	0	0

Section B What Happened to Completed Requests

Result of FOI Request	Personal	Other	Total
B1 Granted in Full	2	1	3
B2 Granted in Part	3	0	3
B3 Refused	0	0	0
B4 Deferred	0	0	0
B5 Completed	5	1	6

Section C Ministerial Certificates

C1 Ministerial Certificates issued	0
------------------------------------	---

Section D Formal Consultations

D1 Number of requests requiring formal consultations	0
--	---

Section E Amendment of Personal Records

E1 Result of amendment - agreed	0
E2 Result of amendment - refused	0
E3 Total	0

Section F Notation of Personal Records

F3 Number of Requests for Notation	0
------------------------------------	---

Section G FOI Request Granted in Part or Refused

	Personal	Other
G1 Schedule 1 Clauses 13(b) and 16(a)(iii)	1	0
G2 Schedule 1, Clause 6	1	0
G3 Schedule 1 Clause 6, 13(b) & 16(a)(iv)	1	0
G9 Totals	3	0

Section H Costs and Fees Requests Processed

	Assessed FOI Fees costs	Received
H1 All completed requests	0	\$165

Section I Discounts Allowed

Types of Discounts Allowed	Personal	Other
I2 Financial hardship - Pensioner/ Child	1	0
I4 Totals	1	0

Section J Days to Process

Elapsed Time	Personal	Other
J1 0-30 DAYS	5	1
J2 31-45 DAYS	0	0
J3 OVER 45 DAYS	0	0
J4 Totals	5	1

Section K Processing Time

Processing Hours	Personal	Other
K1 0-10 hours	4	0
K2 11-20 Hours	1	1
K3 Over 20 Hours	0	0
K4 Totals	5	1

Section L: Reviews and Appeals

L1 Number of internal reviews finalised	0	0
L2 Number of Ombudsman reviews finalised	0	0
L3 Number of District Court appeals finalised	0	0

Details of Internal Review Results

Bases of Internal Review	Personal	
Ground on which internal review requested	Upheld	Varied
L4 Access refused	0	0
L5 Deferred	0	0
L6 Exempt matter	0	0
L7 Unreasonable charges	0	0
L8 Charge unreasonably incurred	0	0
L9 Amendment refused	0	0
L10 Totals	0	0

EQUAL EMPLOYMENT OPPORTUNITY STATISTICS

Table A. Trends in the Representation of EEO Groups²

EEO Group	Benchmark or Target	% of Academic Staff				% of General Staff				% of Total Staff ³			
		2001	2002	2003	2004	2001	2002	2003	2004	2001	2002	2003	2004
Women	50%	33%	32%	33%	34%	60%	60%	60%	61%	49%	48%	48%	49%
Aboriginal people and Torres Strait Islanders	2%	1.2%	1.2%	1.2%	1.0%	0.9%	2.8%	2.0%	2.0%	1.0%	2.0%	1.3%	1.3%
People whose first language was not English	19%	21%	18%	25%	27%	14%	12%	18%	20%	16%	13%	19%	21%
People with a disability	12%	9%	9%	8%	11%	8%	7%	7%	7%	8%	7%	6%	8%
People with a disability requiring work-related adjustment	7%	4.6%	4.7%	4.2%	5%	3.5%	3.3%	3.4%	2.4%	4.0%	3.0%	3.4%	3.2%

Table B. Trends in the Distribution of EEO Groups

EEO Group	Benchmark or Target	% of Academic Staff ⁴				% of General Staff			
		2001	2002	2003	2004	2001	2002	2003	2004
Women	100%	80%	80%	81%	82%	77%	79%	77%	80%
Aboriginal people and Torres Strait Islanders	100%	n/a	n/a	n/a	n/a	n/a	33% ⁵	n/a	n/a
People whose first language was not English	100%	100%	102%	93%	92%	102%	96%	82%	83%
People with a disability	100%	111%	111%	111%	108%	98%	96%	100%	104%
People with a disability requiring work-related adjustment	100%	102%	107%	108%	114%	103%	98%	100%	105%

² Staff numbers are as at 31 March.

³ Excludes casual staff

⁴ A Distribution Index of 100 indicates that the centre of the distribution of the EEO Group across salary levels is equivalent to that of other staff. Values less than 100 mean that the EEO group tends to be more concentrated at lower salary levels than is the case for other staff. The more pronounced this tendency is, the lower the index will be. In some cases the index may be more than 100, indicating that the EEO group is less concentrated at lower salary levels. The Distribution Index is automatically calculated by the software provided by Office of Employment Equity and Diversity.

⁵ % reflects GATE traineeship program

APPENDIX D

ACADEMIC PROMOTIONS

Promoted to Professor

Adrian Vickers	History & Politics
Jan Wright	Education
Chao Zhang	Engineering Physics
Geoffrey Spinks	Mechanical, Materials & Mechatronics
Julie Steele	Biomedical Sciences
Anthony Hulbert	Biological Sciences
Mark Wilson	Biological Sciences
Lesley Head	Earth & Environmental Sciences
Colin Murray-Wallace	Earth & Environmental Sciences

Promoted to Associate Professor

Ian Brown	Education
Paul Keller	Chemistry
Nigel Mackay	Psychology
David Mercer	Science & Technology
Yi Mu	Information Technology & Computer Science
Sharon Robinson	Biological Sciences
Greg Schiemer	Music & Drama
Wilma Vialle	Education

Promoted to Principal Fellow

Zhengyi Jiang	Engineering
Chee Too	Intelligent Polymer Research Institute

Promoted to Senior Lecturer

Anthony Ashbolt	History & Politics
Jennifer Beck	Chemistry
Susan Bennett	Education
Stephen Blanksby	Chemistry
David Bomba	Information Technology & Computer Science
Peter Caputi	Psychology
Mark Downton	Biological Sciences
Jorge Fernandez-Pol	Economics & Information Systems
Bronwyn James	Student Services
Stuart Johnstone	Psychology
Geraldine Lefoe	CEDIR
Deepa Liyanapathirana	Civil, Mining & Environmental Engineering
Todd Minchinton	Biological Sciences
Mark Nelson	Mathematics & Applied Statistics
Lejla Vrazalic	Economics & Information Systems

Promoted to Senior Fellow

Josip Horvat	Institute for Superconducting & Electronic Materials
Hyung-A Kim	CAPSTRANS
Allison Ung	Chemistry

Promoted to Lecturer

Elisa Arcioni	Law
Martin O'Brien	Economics & Information Systems
Ritsuko Saito	Modern Languages
Jeanette Stirling	Student Services
Holly Tootell	Information Technology & Computer Science

Promoted to Fellow

Syed Ashraf	Intelligent Polymer Research Institute
Sandra Cram	Steel Institute
Peter Hains	Chemistry
Shao Huang	Mechanical, Materials & Mechatronics
Kosta Konstantinov	ISEM
Cheng Lu	Mechanical, Materials & Mechatronics
Simon Moulton	Intelligent Polymer Research Institute
Alice Owen	Smart Foods
Meng Jun Qin	Institute for Superconducting & Electronic Materials
Tamantha Stutchbury	Biological Sciences

APPENDIX E

MAJOR WORKS

Building 14 Lecture Theatre refurbishment

(\$900,000)

Completed in February 2004

Building 15 (Austin Keane Building) refurbishment

Refurbishment to address changes in Building Code of Australia requirements, including essential services upgrade

(\$2,600,000)

Completed in June 2004

Building 40 (Commerce) major building extension

Extension for Faculty of Commerce Research Centre

(\$2,350,000)

Completed in August 2004

Medical School, Wollongong Campus

(\$9,000,000)

Development Application submitted.

Contract documentation proceeding, for construction in 2005-06

Medical School/Shoalhaven Marine and Freshwater Centre, Shoalhaven Campus

(\$4,000,000)

Development Application submitted.

Contract documentation proceeding, for construction in 2005

Moss Vale Education Centre

(\$2,000,000)

Design for new building proceeding, with proposed construction in 2005-06

Bega Education Centre

(\$1,100,000)

Design for Stage 2 of existing building proceeding, with proposed construction in 2005-06

MINOR WORKS

Projects completed or underway include:

Commerce Resource Centre refurbishment

Proceeding, due for completion in February 2005.

Campus Security System Upgrade (closed circuit TV)

Completed in December 2004.

Buildings and Grounds (Building 31) Block B extension

Completed in December 2004.

Refurbishment of two Lecture Theatres, Building 35

Proceeding, due for completion in February 2005.

Fire Suppression systems

Installation to mission critical rooms in Buildings 8, 15, 17 and 67

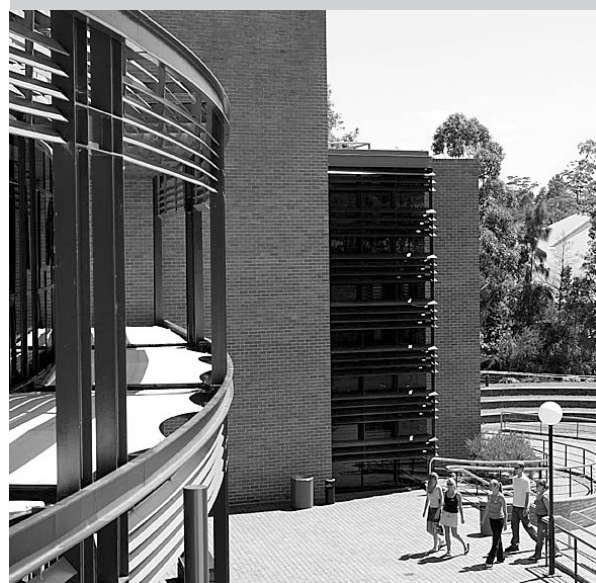
Completed in December 2004.

Building 14 Power Supply Upgrade

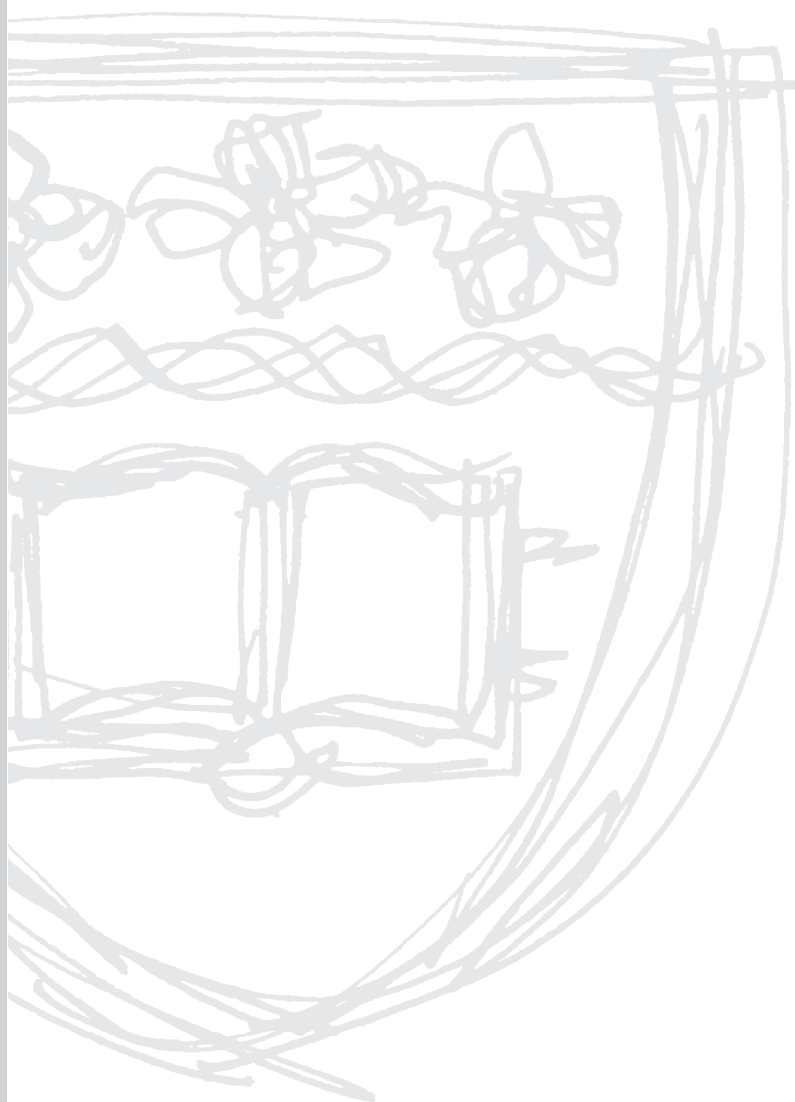
Completed in August 2004.

LAND HOLDINGS AND DISPOSAL

There were no land acquisitions or disposals in 2004.



The McKinnon Building



FINANCE 2004

FINANCIAL PERFORMANCE

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2004 UNIVERSITY OF WOLLONGONG AND SUBSIDIARIES FINANCIAL PERFORMANCE

INTRODUCTION

The financial statements for the University of Wollongong for the year ending 31 December 2004 follow. These represent the consolidated accounts for the University and its controlled entities:

- Illawarra Technology Corporation Ltd (ITC)
- Wollongong UniCentre Ltd (UniCentre)
- University of Wollongong Recreation and Aquatic Centre Ltd (URAC)
- Enikos Pty Ltd

CONSOLIDATED OPERATING RESULT OVERVIEW

The operating result for the year for the University and its controlled entities was a surplus of \$25.352M. This consisted of the University: \$23.598M, the ITC: \$0.479M, the UniCentre: \$1.170M and the URAC: \$0.105M. Enikos recorded a break-even result for the year.

The underlying surplus for the University for the 2004 year was \$7.219M. The reported surplus of \$23.598M includes funds totalling \$16.379 million provided by the New South Wales Government in 2002 for development of the Innovation Campus. In previous years it had been agreed with the NSW Audit Office that these funds should be classified as a loan in the University's balance sheet.

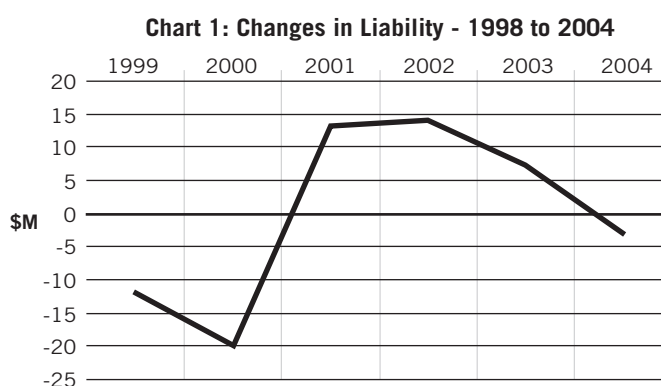
However, in this year's financial statements, the University and NSW Audit Office changed its position and determined that the funds should be treated as income to the University, on the basis that repayment of the funds to the NSW Government is conditional upon:

- There being sufficient net profits from the project over the agreement period to repay the funds from those proceeds
- If at the expiration of the agreement period, there are not sufficient proceeds, then the University will only be obliged to repay the funds to the extent of there being net profits then available
- If the parties decide jointly that the project is not feasible or the project ceases, the University must promptly repay the balance of the funds.

STATE SUPERANNUATION SCHEME

Both expenses and revenues are distorted by an unusual item for deferred income and deferred expense of \$2.824M (\$7.188M in 2003). This relates to actuarially assessed changes in the liability of State Superannuation Schemes for University employees. In 2004, the unfunded liability for the State Superannuation Scheme reduced by \$5.581M, whilst prepaid contributions for the State Authorities Superannuation Scheme increased by \$2.757M. These transactions have a nil effect on the operating result for 2004.

Consistent with advice issued by the Australian Accounting Standards Board, the unfunded liability is matched by an asset based on future funding expected from the Commonwealth and State Governments. **Chart 1** tracks changes in the liability since 1999.



CONSOLIDATED REVENUE ANALYSIS

Excluding deferred income for the State Superannuation Schemes and the Innovation Campus funds, revenues totalled \$302,315M, an increase of 4.6% in comparison to the 2003 year. The main areas of revenue growth were:

- Fee paying international students up by \$7.646M or 9.5%
- Australian Research Council grants up by \$2.862M or 33.3%
- Postgraduate Education Loan Scheme (PELS) up by \$1.420M or 64.3%
- Trading income for subsidiaries up by \$1.336M or 10.9%.

Investment income also grew substantially during 2004 in line with strong performance of financial markets for the year.

The growth in revenues since 1999 is illustrated in **Chart 2**. The impact of the State Superannuation Scheme and Innovation Campus funds has been excluded from the chart to assist in comparisons from year to year.

A different perspective of revenues is provided by analysis of revenue sources derived by the University. **Chart 3** displays the sources of revenue for the University and its controlled entities for 2004.

This compares to the 2003 percentages detailed in **Chart 4**.

In 2004, the Department of Education, Science and Training (DEST) Operating Grant continued to reduce as a proportion of total revenue. This was due, in part, to a change in the timing of payments to the University. DEST has implemented changes to payment arrangements whereby all recurrent payments in respect of a grant year are to be made in that year. For the 2005 grant year, the first payment will be made in January 2005 instead of December 2004. This timing change resulted in a once-only reduction of \$5.719M to the University's Operating Grant for 2004. No future years will be affected by the change in payment arrangements.

**Chart 2: Consolidated Revenues - 1999 to 2004
(Excluding State Super & Innovation Campus)**

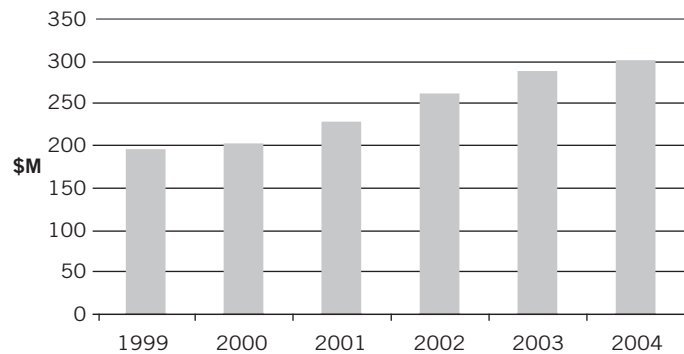


Chart 3: Revenue Sources 2004

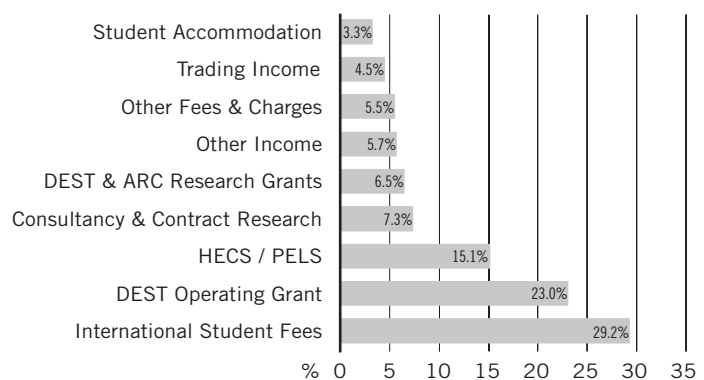
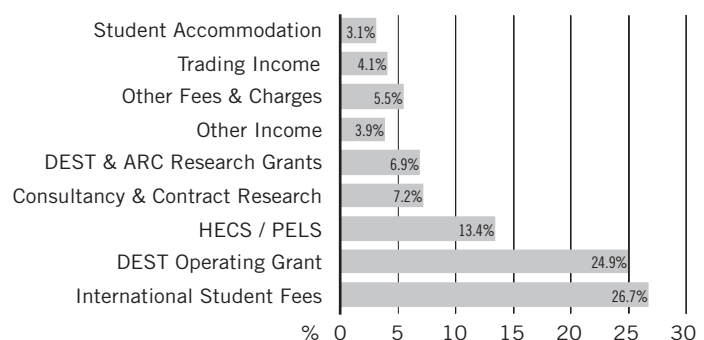


Chart 4: Revenue Sources 2003



CONSOLIDATED EXPENSE ANALYSIS

After excluding the State Superannuation Scheme item, expenses totalled \$291.976M and grew by 7.2% in comparison to 2003. This increase was due mainly to:

- Employee Benefits growing by \$14.591M or 10.1% (due to a combination of wage increases and increased staff numbers in response to a 5% increase in student load)
- Contributions to other organisations up by \$3.904M, with the major element of this being transfer of \$3.100M to the Australian National University for the balance of unspent funds for fibre optic communications for NSW universities
- Operating lease rental expenses up by \$2.171M due mainly to rentals incurred by the ITC for expanded premises in Sydney for Wollongong University College (WUC), premises in New Zealand and new premises in Knowledge Village Dubai
- Travel expenses increased by \$1.527M or 22.5% due to increased international travel to Dubai and Asia in support of expanded off-shore operations
- Subscriptions increased by \$0.888M or 35.4% as the Library expanded its holdings and capitalised on the strong Australian dollar for purchases in United States dollars.

Depreciation expenses reduced by 23.1% primarily as a result of a correction to depreciation rates for the Library Collection (excluding the Rare Book Collection). During the preparation of the 2004 accounts, it was discovered that the value assigned to disposal of monographs and serials in the prior year was overstated by \$1.408M (in 2003, an adjustment of \$4.739M was made to bring to account disposals that took place between the period 1999-2002). Accordingly, an adjustment was made this year to correct the error, resulting in net depreciation expense of -\$131K.

CONSOLIDATED STATEMENT OF FINANCIAL POSITION (BALANCE SHEET)

Current Assets for the consolidated University increased by \$18.496M or 13.8%. Whilst cash reduced by \$3.634M, receivables increased by \$3.355M, inventories were up by \$1.525M and Other Financial Assets grew by \$16.200M.

Non-Current Assets increased by \$70.708M or 18.1%, due mainly to revaluation of the University's land (up by \$41.957M), and an update to the valuation for buildings (up by \$19.970M). In addition, capital works in progress grew by \$5.549M with the main project being the expansion of student accommodation at Campus East.

The large increase in land values was due to the use of valuations undertaken by Valuers' Illawarra Pty Ltd in 2002. In past years the University has relied upon values provided by the Valuer-General, however, it is considered that the Valuers' Illawarra valuation more accurately reflects the highest and best use that is feasible for the land.

Current Liabilities increased by \$5.655M or 9.1%. This was primarily due to increases recorded for:

- Payables up by \$3.847M or 23%
- Income in Advance for student fees up by \$2.027M or 6.8%
- Provisions for employee entitlements up by \$2.875M or 32.5%.

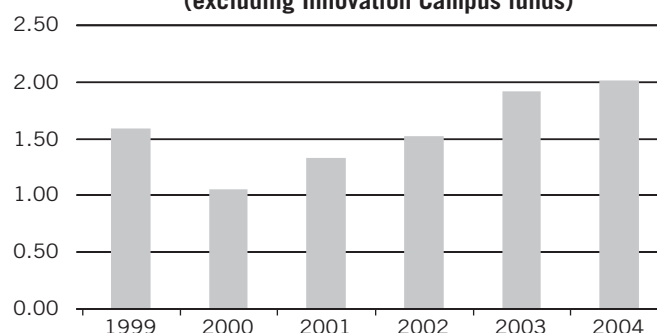
Non Current Liabilities reduced by \$15.008M. The major factor here was the reclassification of Innovation Campus funds to income as outlined earlier in this report. In addition, a reduction of \$5.581M or 9.3% in the provision for the State Superannuation Scheme was offset by:

- Increase in the provision for long service leave of \$1.326M or 7.3%
- Increase in long term borrowings of \$3.190M for expansion of student accommodation at Campus East.

The University strengthened its liquidity during the course of 2004. The measure for this purpose is the current ratio, which is the ratio of current assets to current liabilities.

DEST has determined a benchmark range of 1.5 to 3.0 for this ratio for universities. The score for the consolidated University at the end of 2004 was 2.3, up from 2.2 recorded for 2003. However, the comparison to the DEST benchmark is skewed by the Innovation Campus funds. Eliminating these, produces a ratio of 2.0, which is below the mean of the DEST benchmark range, but still indicative of a sound financial position for the University. **Chart 5** illustrates the trend for the current ratio since 1999.

**Chart 5: Current Ratio 1999-2004
(excluding Innovation Campus funds)**



2004 UNIVERSITY FINANCIAL PERFORMANCE

STATEMENT OF FINANCIAL PERFORMANCE

Table 1 compares the University's actual revenues, expenses and operating result for 2004 to budget.

Revenues exceeded budget by \$16.230M as a result of the late reclassification of Innovation Campus funds as income by the NSW Audit Office. Expenses were within budget by \$78K. The combination of these factors resulted in an Operating Result \$16.308M in excess of the budget expectation.

Table 1: Statement of Financial Performance

	2004 Budget \$000	2004 Actual \$000	Variance \$000
Revenue from Ordinary Activities			
Commonwealth Government Financial Assistance	89,000	89,007	7
NSW Financial Assistance	353	16,658	16,305
Higher Education Scheme			
Student Contributions	8,400	8,391	(9)
Commonwealth Payments	33,700	33,636	(64)
Commonwealth Loan Programmes	3,700	3,627	(73)
Fees and Charges	83,200	83,185	(15)
Superannuation			
Deferred Income - Govt	(2,824)	(2,824)	0
Contributions for Super			
Investment Income	10,500	10,530	30
Consultancy and Contract Research	13,600	13,564	(36)
Other	3,656	3,741	85
Total Revenue from Ordinary Activities	243,285	259,515	16,230
Expenses from Ordinary Activities			
Employee Benefits	125,332	125,218	114
Depreciation and Amortisation	18,300	18,392	(92)
Repairs and Maintenance	2,000	1,913	87
Bad and Doubtful Debts	500	510	(10)
Other	89,563	89,600	(37)
Borrowing Cost Expense	300	284	16
Total Expenses from Ordinary Activities	235,995	235,917	78
Operating Result	7,290	23,598	16,308

The following commentary focuses on the financial performance of the University of Wollongong, excluding its controlled entities.

STATEMENT OF FINANCIAL POSITION

Table 2 provides a comparison of the University's budgeted balance sheet to the actual results for 2004.

Current Assets exceeded budget as at 31 December 2004 by \$1.072M due to increased receivables driven mainly by increased numbers of overseas students. In addition, Other Financial Assets increased marginally in comparison to budget.

Non-Current Assets were below budget by \$1.132M due to changes in the Commonwealth Government debtor recognised for the unfunded liability for State Superannuation Schemes.

Current Liabilities exceeded budget by \$0.219M due to additional Income in Advance from fee-paying students.

Non-Current Liabilities were below budget by \$16.587M due to the late reclassification of Innovation Campus funds as income by the NSW Audit Office. In addition, a reduction in liability for State Superannuation Schemes was off-set in part by higher than expected provision for long service leave. The University's long service leave liability was actuarially assessed by Price Waterhouse Coopers for the first time in 2004.

Table 2: Statement of Financial Position

	2004 Budget \$000	2004 Actual \$000	Variance \$000
Current Assets			
Cash	6,083	6,159	76
Inventories	200	311	111
Receivables	23,504	24,091	587
Other Financial Assets	107,275	107,533	258
Other Assets	1,539	1,579	40
Total Current Assets	138,601	139,673	1,072
Non-Current Assets			
Receivables	47,890	46,738	(1,152)
Other Financial Assets	2,001	1,999	(2)
Property, Plant and Equipment	395,586	395,308	(278)
Other Assets	7,507	7,807	300
Total Non-current Assets	452,984	451,852	(1,132)
Total Assets	591,585	591,525	(60)
Current Liabilities			
Payables	15,400	15,384	(16)
Interest Bearing Liabilities	769	751	(18)
Provisions	10,000	10,015	15
Other Liabilities	26,165	26,403	238
Total Current Liabilities	52,334	52,553	219
Non-Current Liabilities			
Interest Bearing Liabilities	7,742	7,679	(63)
Provisions	82,351	82,125	(226)
Other Liabilities	28,328	12,030	(16,298)
Total Non-current Liabilities	118,421	101,834	(16,587)
Total Liabilities	170,755	154,387	(16,368)
Net Assets	420,830	437,138	16,308
Equity			
Accumulated Results of Operations	235,600	251,908	16,308
Reserves	185,230	185,230	0
Total Equity	420,830	437,138	16,308

PAYMENT OF ACCOUNTS

Table 3 has been prepared in accordance with New South Wales Treasury Guidelines and provides details of the University's account payment performance for 2004.

Payment performance in **Table 3** has been measured using the University's standard payment terms of 30 days from invoice date. The percentage of accounts paid on time is based on the number of accounts not their value. The value of aged accounts payable at each quarter end is insignificant in comparison to the value of current invoices on hand.

Table 3: Payment of Accounts

	Quarter Ended:			
	31-Mar-04	30-Jun-04	30-Sep-04	31-Dec-04
	\$	\$	\$	\$
Interest Paid Due to Late Payment	-	-	-	-
Accounts Payable at Month End				
Current	2,359,192	1,435,557	2,187,586	5,529,613
Between 30-60 days	3,729	(836)	88,234	(7,670)
Between 60-90 days	2,091	(16)	(1,701)	8,619
Between 90-120 days	242	(3,947)	360	(700)
Over 120 days	(5,033)	(7,435)	(7,670)	(7,444)
Total	2,360,221	1,423,323	2,266,809	5,522,418
<i>* Figures with brackets signify outstanding credit notes that will be applied against future payments or for which refunds will be sought</i>				
Details of Accounts paid				
Percent of Accounts Paid on Time	78.37%	85.97%	85.91%	87.80%
Number of Accounts Paid on Time	3,257	3,310	3,548	3,175
Total Number of Accounts Paid	4,156	3,850	4,130	3,616

RISK MANAGEMENT AND INSURANCE

The University has in place an Audit Management and Review Committee with the following terms of reference:

- Reviewing the annual financial statements of the University and recommending their acceptance to Council
- Acting as a mechanism for the External Auditor to communicate with Council, and reviewing the reports of the External Auditor and the management responses thereto
- Overseeing the planning and execution of the internal audit program and ensuring that the independence and integrity of the internal audit function is maintained
- Reviewing policies and procedures relating to financial management, risk management and compliance with applicable laws and regulations.

The Committee monitors the internal control environment and the management and stewardship of University assets.

The University holds a self-insurance license for workers compensation purposes. A liability for outstanding claims has been measured as the present value of expected future payments. The expected future payments include amounts in relation to unpaid reported claims and claims incurred but not reported. Reinsurance for occurrences in excess of \$500,000 has been obtained.

The University's Occupational Health and Safety Committee undertakes regular campus inspections and actively reports on safety in the workplace. The

Committee meets regularly to ensure that awareness of safety and ergonomics is promoted throughout the University. Occupational Health and Safety performance is reported to every meeting of the University Council and the Administrative Committee of Council.

The University has in place a range of insurance policies to cover property, general third party and product liability, directors and officers indemnity, professional indemnity, comprehensive motor vehicle, marine hull, marine cargo, voluntary workers, overseas travel for University officers and employees, business interruption and consequential loss, and student personal accidents. Property cover includes industrial special risk, burglary, fidelity guarantee, accidental damage, property in transit and machinery breakdown.

The majority of these policies are arranged through Unimutual, the Australian and New Zealand Universities Protection and Indemnity Foundation. Unimutual consists of member Universities that group together to obtain insurances from the underwriter market. Unimutual acts as a broker for the Universities as well as providing a layer of cover for low value claims.

The University maintains a Legal and Commercial Unit lead by an experienced Commercial Lawyer, to actively risk manage its services and programs and to ensure compliance with statutory requirements in respect to its commercial activities.

The Human Experimentation Ethics Committee is an accredited Institutional Ethics Committee and provides clearance for any medically invasive procedures undertaken by the University.

MANAGEMENT OF INVESTMENTS

The University utilised the services of MLC Implemented Consulting as its investment manager in 2004. MLC is a subsidiary of the National Australia Bank (NAB) following its acquisition from Lend Lease on 30 June 2000 and is the investment management service offered by the NAB.

During 2004, the University's MLC investments were split into a medium term portfolio and a long term reserve portfolio.

The benchmarks used in this analysis are at **Table 4**.

Table 4.1 summarises performance for the medium term portfolio for the 2004 year, in comparison to industry benchmarks.

Table 4.2 provides performance for the reserve portfolio for the final quarter of 2004.

Table 4.1:

Medium Term Portfolio

	Weighting (LTP) %	2004 %	Benchmark %
MLC (NCIT) Australian Share Trust	15.5	28.4	27.9
MLC (NCIT) Global Share Trust	12	10.1	11.3
MLC (NCIT) Global Share Trust with Currency Hedged	10	13.8	16.4
NCIT Property Securities Trust	2.5	32.9	32.0
MLC (NCIT) Diversified Debt Trust	51	10.1	9.8
NCIT Cash Trust	9	5.7	5.6
Total – Medium Term Portfolio	-	13.4	13.5

Table 4.2:

Reserve Portfolio

	Weighting (LTP) %	Quarter %	Benchmark %
MLC (NCIT) Australian Share Trust	32.0	11.7	11.4
MLC (NCIT) Global Share Trust	17.0	3.8	3.8
MLC (NCIT) Global Share Trust with Currency Hedged	17.0	8.1	9.2
NCIT Property Securities Trust	4.0	10.5	10.6
MLC (NCIT) Diversified Debt Component	30.0	2.3	2.0
MLC (NCIT) Moderate Trust	100	6.9	6.8

Table 4: Asset Class Benchmarks

Asset Class	Market Benchmark
Australian Equity	SandP/ASX 300 Accumulation Index, SandP/ASX 200 Accumulation Index prior to 1/11/2002
Global Equity (Unhedged)	MSCI All Country World Index in A\$, MSCI World Index prior to 1/9/2002
Global Equity (Hedged)	MSCI All Country World Index hedged into A\$, MSCI World Index hedged into A\$ prior to 1/9/2002
Listed Property	SandP/ASX 200 Property Trust Accumulation Index
Australian Fixed Interest	UBS Warburg Australia Composite Bond Index
Global Fixed Interest	Customised benchmark appropriate to strategy
Australian Inflation-linked bonds	UBS Warburg Australia Inflation-linked Bond Index

MATTERS RAISED BY THE AUDITOR-GENERAL

For the year ended 31 December 2003, the New South Wales Audit Office advised that during the audit some relatively minor matters were noted. The main issue related to the calculation of long service leave entitlements and this was brought to the attention of relevant University Officers.

Due to the nature of the Audit Office findings and the positive response from University Officers, a detailed management letter was not required to be issued.

GRANTS TO NON-GOVERNMENT COMMUNITY ORGANISATIONS

Conservatorium of Music

Grant: \$128,000

Purpose: Contribution towards operating expense

Illawarra Regional Information Service

Grant: \$124,468

Purpose: Contribution towards operating expense

Illawarra Committee for International Students

Grant: \$20,582

Purpose: Contribution towards operating expense

Illawarra Academy of Sports

Grant: \$16,500

Purpose: Contribution towards operating expense




UNIVERSITY OF WOLLONGONG

STATEMENT BY MEMBERS OF COUNCIL

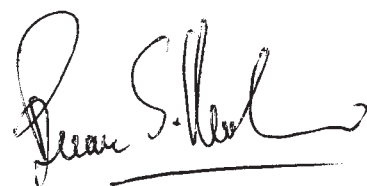
In accordance with a resolution of the Council of the University of Wollongong and pursuant to Section 41C (1B) and (1C) of the Public Finance and Audit Act 1983, we state that:

1. The financial statements represent a true and fair view of the financial position of the University as at 31 December 2004 and the results of the operations and transactions of the University for the year then ended.
2. The statements have been prepared in accordance with the provisions of the New South Wales Public Finance and Audit Act 1983, and the Commonwealth Financial Statement Guidelines for Australian Higher Education Providers for the 2004 reporting period, Australian Accounting Standards, Consensus views of the Urgent Issues Group and other mandatory professional reporting requirements.
3. We are not aware of any circumstances which would render any particulars included in the financial reports to be misleading or inaccurate.
4. There are reasonable grounds to believe that the University will be able to pay its debts as and when they fall due.
5. The amount of Commonwealth financial assistance expended during the reporting period was for the purpose(s) for which it was provided.
6. The University has complied in full with the requirements of various programme guidelines that apply to the Commonwealth financial assistance identified in these financial statements.



G. R. Sutton
Vice-chancellor

15 April 2005



B. Hickman
Chair, Audit
Management & Review
Committee



GPO BOX 12
SYDNEY NSW 2001

INDEPENDENT AUDIT REPORT

University of Wollongong

To Members of the New South Wales Parliament

Audit Opinion

In my opinion, the financial report of the University of Wollongong:

- (a) presents fairly the University's and the consolidated entity's financial position as at 31 December 2004 and their financial performance and cash flows for the year ended on that date, in accordance with applicable Accounting Standards and other mandatory professional reporting requirements in Australia, and
- (b) complies with:
 - (i) section 41B of the *Public Finance and Audit Act 1983* (the Act), and
 - (ii) the Financial Statement Guidelines for Australian Higher Education Providers for the 2004 Reporting Period issued by the Australian Government Department of Education, Science and Training pursuant to the *Higher Education Funding Act 1988* and the *Higher Education Support Act 2003*.

My opinion should be read in conjunction with the rest of this report.

The Council's Role

The financial report is the responsibility of the Council of the University. It consists of the statements of financial position, the statements of financial performance, the statements of cash flows and the accompanying notes for the University of Wollongong and the consolidated entity. The consolidated entity comprises the University of Wollongong and the entities controlled at the year's end, or during the financial year.

The Auditor's Role and the Audit Scope

As required by the Act, I carried out an independent audit to enable me to express an opinion on the financial report. My audit provides *reasonable assurance* to Members of the New South Wales Parliament that the financial report is free of *material* misstatement.

My audit accorded with Australian Auditing and Assurance Standards and statutory requirements, and I:

- evaluated the accounting policies and significant accounting estimates used by the Council in preparing the financial report, and
- examined a sample of the evidence that supports the amounts and other disclosures in the financial report.

An audit does *not* guarantee that every amount and disclosure in the financial report is error free. The terms 'reasonable assurance' and 'material' recognise that an audit does not examine all evidence and transactions. However, the audit procedures used should identify errors or omissions significant enough to adversely affect decisions made by users of the financial report or indicate that members of the Council had not fulfilled their reporting obligations.

My opinion does *not* provide assurance:

- about the future viability of the University or its controlled entities,
- that they have carried out their activities effectively, efficiently and economically, or
- about the effectiveness of their internal controls.

Audit Independence

The Audit Office complies with all applicable independence requirements of Australian professional ethical pronouncements. The Act further promotes independence by:

- providing that only Parliament, and not the executive government, can remove an Auditor-General, and
- mandating the Auditor-General as auditor of public sector agencies but precluding the provision of non-audit services, thus ensuring the Auditor-General and the Audit Office are not compromised in their role by the possibility of losing clients or income.



J Kheir B Ec FCPA
Director, Financial Audit Services

SYDNEY
18 April 2005

STATEMENT OF FINANCIAL PERFORMANCE FOR THE YEAR ENDED 31 DECEMBER 2004

		Consolidated (Economic Entity)		University of Wollongong (Parent Entity)		
	Note	2004 \$ '000	2003 \$ '000	2004 \$ '000	2003 \$ '000	
Revenue from Ordinary Activities						
Commonwealth Government Financial Assistance						
Commonwealth Government Grants	3	89,007	96,162	89,007	96,162	
Higher Education Contribution Scheme						
Student Contributions		8,391	7,695	8,391	7,695	
Commonwealth Payments	3	33,636	30,628	33,636	30,628	
Commonwealth Loan Programmes	3	3,627	2,207	3,627	2,207	
NSW State and Local Government Assistance	4	16,658	2,237	16,658	2,237	
Superannuation - Deferred Government Contributions	35.8	(2,824)	7,188	(2,824)	7,188	
Fees and Charges	5	114,746	106,658	83,185	76,813	
Investment Income	6	10,820	5,367	10,530	5,150	
Consultancy and Contract Research	7	22,078	21,655	13,564	13,716	
Other	8	18,583	16,365	3,741	3,011	
Total Revenue from Ordinary Activities		314,722	296,162	259,515	244,807	
Expenses from Ordinary Activities						
Employee Benefits and On-costs	9	155,611	151,033	125,218	122,396	
Depreciation and Amortisation	10	20,961	27,246	18,392	25,332	
Repairs and Maintenance		2,441	1,862	1,913	1,443	
Borrowing Cost Expense	11	748	566	284	257	
Bad and Doubtful Debts	12	542	310	510	287	
Other	13	108,848	98,515	89,600	80,511	
Total Expenses from Ordinary Activities		289,151	279,532	235,917	230,226	
Operating Result from Ordinary Activities before Income Tax Expense		25,571	16,630	23,598	145,81	
Income Tax Related to Ordinary Activities		15	(219)	(212)	-	-
Operating Result from Ordinary Activities After Related Income Tax Expense		25,352	16,418	23,598	14,581	
Net Increase/(Decrease) in Asset Revaluation Reserve		29.1a	72,980	1,451	72,980	1,451
Increase/(Decrease) in Foreign Currency Translation Reserve						
Arising on Translation of Self-Sustaining Foreign Operations		29.1b	225	(94)	-	-
Total Revenue, Expense and Valuation Adjustments Recognised Directly in Equity			73,205	1,357	72,980	1,451
Total Changes in Equity Other Than Those Resulting from Transactions with Owners as Owners			98,557	17,775	96,578	16,032

The Statement of Financial Performance is to be read in conjunction with the notes to and forming part of the accounts on pages 67 to 102.

STATEMENT OF FINANCIAL POSITION

AS AT 31 DECEMBER 2004

	Note	Consolidated (Economic Entity)		University of Wollongong (Parent Entity)	
		2004	2003	2004	2003
		\$ '000	\$ '000	\$ '000	\$ '000
Current Assets					
Cash Assets	16	13,434	17,068	6,159	7,938
Receivables	17	22,963	19,608	24,091	19,129
Inventories	18	4,760	3,235	311	266
Other Financial Assets	19	106,890	90,690	107,533	91,533
Other Non Financial Assets	20	4,362	3,312	1,579	1,415
TOTAL CURRENT ASSETS		152,409	133,913	139,673	120,281
Non-Current Assets					
Receivables	17	46,738	55,077	46,738	55,077
Other Financial Assets	19	576	950	1,999	3,016
Property, Plant and Equipment	21	405,910	329,592	395,308	320,464
Deferred Tax Assets	22	669	329	-	-
Other Non Financial Assets	20	7,812	5,049	7,807	5,049
TOTAL NON-CURRENT ASSETS		461,705	390,997	451,852	383,606
TOTAL ASSETS		614,114	524,910	591,525	503,887
Current Liabilities					
Payables	23	20,581	16,734	15,384	11,335
Interest Bearing Liabilities	24	1,582	1,436	751	751
Current Tax Liabilities	25	540	541	-	-
Provisions	26	11,715	8,840	10,015	7,038
Other Liabilities	27	33,047	34,259	26,403	27,706
TOTAL CURRENT LIABILITIES		67,465	61,810	52,553	46,830
Non-Current Liabilities					
Interest Bearing Liabilities	24	11,729	8,784	7,679	3,289
Provisions	26	83,923	86,626	82,125	85,396
Other Liabilities	27	204	15,454	12,030	27,812
TOTAL NON-CURRENT LIABILITIES		95,856	110,864	101,834	116,497
TOTAL LIABILITIES		163,321	172,674	154,387	163,327
NET ASSETS		450,793	352,236	437,138	340,560
EQUITY					
Statutory Funds	28	22,859	9,330	22,859	9,330
Reserves	29.1	185,361	112,156	185,230	112,250
Retained Surplus	29.2	242,573	230,750	229,049	218,980
TOTAL EQUITY		450,793	352,236	437,138	340,560

The Statement of Financial Position is to be read in conjunction with the notes to and forming part of the accounts on pages 67 to 102.

STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 31 DECEMBER 2004

		Consolidated (Economic Entity)		University of Wollongong (Parent Entity)	
	Note	2004 \$ '000	2003 \$ '000	2004 \$ '000	2003 \$ '000
CASH FLOWS FROM OPERATING ACTIVITIES					
Inflows					
Commonwealth Government					
Teaching and Learning	41.1	50,694	53,698	50,694	53,698
HECS and Other Loan Programs	41.2	35,645	34,471	35,645	34,471
Scholarships	41.3	2,502	2,226	2,502	2,226
DEST Research	41.4	20,330	25,767	20,330	25,767
ARC Grant - Discovery	41.5(a)	5,167	4,100	5,167	4,100
ARC Grant - Linkages	41.5(b)	6,285	3,842	6,285	3,842
Other Commonwealth		2,657	2,927	2,657	2,927
NSW State Government Grants		1,426	1,667	1,426	1,667
HECS Student Payments		8,391	7,695	8,391	7,695
Receipts from Student Fees and Other Customers		83,528	84,780	88,159	87,884
Interest Received		2,202	2,034	1,911	1,818
Trading		65,134	74,845	-	-
Other		3,281	4,740	4,586	18,040
Outflows					
Payments to Suppliers and Employees		(255,714)	(253,453)	(201,751)	(202,263)
Income Tax Paid		(560)	-	-	-
Borrowing Costs		(776)	(566)	(284)	(257)
NET CASH PROVIDED BY OPERATING ACTIVITIES	40	30,192	48,773	25,718	41,615
CASH FLOWS FROM INVESTING ACTIVITIES					
Inflows					
Proceeds from Investments		396	3,773	1,221	3,929
Proceeds from Sale of Plant and Equipment		295	317	148	110
Outflows					
Purchase of Property, Plant and Equipment		(24,635)	(15,301)	(20,453)	(9,237)
Purchase of Investments		942	(19,866)	942	(19,866)
Other Loans		(19)	(15)	(19)	(15)
NET CASH USED IN INVESTING ACTIVITIES		(23,021)	(31,092)	(18,161)	(25,079)
CASH FLOWS FROM FINANCING ACTIVITIES					
Inflows					
Secured Loans		1,713	2,205	18	18
Outflows					
Repayment of Borrowings		(3,993)	(3,161)	(751)	(751)
NET CASH USED BY FINANCING ACTIVITIES		(2,280)	(956)	(733)	(733)
Net increase/(decrease) in cash held		4,891	16,725	6,825	15,803
Effect of Exchange Rates on Cash Holdings in Foreign Currencies		(58)	(443)	(58)	(443)
Cash at Beginning of Reporting Period		51,420	35,138	42,290	26,930
CASH AT END OF REPORTING PERIOD	16	56,253	51,420	49,057	42,290

NOTES

NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2004

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1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

The University of Wollongong Reporting Entity

The University of Wollongong comprises all the operating activities of the facilities under the control of the University. In the process of preparing the consolidated financial statements for the economic entity consisting of the controlling and controlled entities, all inter-entity transactions and balances have been eliminated.

Significant Accounting Policies

This general purpose financial report has been prepared in accordance with Accounting Standards, other authoritative pronouncements of the Australian Accounting Standards Board (AASB), Urgent Issues Group (UIG) Consensus Views, the requirements of the *Public Finance and Audit Act 1983* and its regulations and DEST Financial Statement Guidelines for Australian Higher Education Providers for the 2004 reporting period and other State/Commonwealth legislative requirements.

It is prepared in accordance with the historical cost convention, except for certain assets which, as noted, are at valuation. Unless otherwise stated, the accounting policies adopted are consistent with those of the previous year.

All amounts are rounded to the nearest one thousand dollars and are expressed in Australian currency.

(a) Financial Effects of Changes to Commonwealth Payment Arrangements for 2005 Grant Year

Background

Payment to universities in respect of programmes under the *Higher Education Funding Act 1988* (HEFA) are made on the second and last Thursdays of each month. In the recent past, the first payment in respect of a grant year (equalling 8% of the total recurrent funding for that year) had been made at the end of December of the previous year.

Funding for most programs under HEFA ended on 31 December 2004 while most new programmes under the *Higher Education Support Act 2003* (HESA) commenced on 1 January 2005. Continuing the current practice of making the first payment in December 2004 for the 2005 grant year would mean that Commonwealth payments would be made in respect of programmes that are yet to commence and that these payments are treated by majority of universities as revenue for 2004. This has considerable accountability implications for DEST in administering and accounting for the programme payments.

Universities (even those within the same State) do not

treat the early payment uniformly and the payment is treated in at least three different ways – as revenue when it is received, as an advance (a liability), and part as revenue and the other as liability. Such varied treatment creates a lack of transparency and distorts both the Commonwealth funding and the universities' financial year results.

DEST has announced changes to payment arrangements whereby all recurrent payments in respect of a grant year will be made in that year. For the 2005 grant year, the first payment will be made in January 2005 instead of December 2004.

The changes to payment arrangements will mean, that from the 2005 reporting period, the financial statements of all universities will reflect the Commonwealth financial assistance in respect of a grant year.

Financial Effects for 2004

Changes to payment arrangements will mean that those universities that reported the whole or part of the 8% first payment in respect of the 2004 grant year as revenue in 2003 will have the effect of understating the Commonwealth funding for the 2004 grant year in their 2004 Statement of Financial Performance.

To identify the impact of the changed payment arrangement on the operating result, grants provided for 2004 activities but recognised as 2003 revenue should be adjusted by incorporating the amount received in December 2003 as revenue for the 2004 reporting period. The effect of this is shown below.

	\$'000
2004 Revenue from Operating Activities (per Statement of Financial Performance)	314,722
Add Grants Received in 2003 for 2004 Activities:	
Commonwealth Government financial assistance	5,719
HECS – Commonwealth payments	–
Commonwealth loan programmes	–
Total Restated 2004 Revenue from Operating Activities	320,441
Restated 2004 Operating Result	31,071
Reported 2004 Operating Result	25,352
Financial Effect on 2004 Operating Result	5,719

The Commonwealth will use the restated figures in all DEST publications, including the Finance 2004 publication, to ensure consistent treatment across all universities.

(b) International Financial Reporting Standards (IFRS)

The AASB is adopting International Financial Reporting Standards (IFRS) for application to reporting periods beginning on or after 1 January 2005. The AASB has issued Australian equivalents to IFRS, and the Urgent Issues Group has issued interpretations corresponding

to IASB interpretations originated by the International Financial Reporting Interpretations Committee or the former Standing Interpretations Committee. The adoption of Australian equivalents to IFRS will be first reflected in the consolidated entity's financial statements for the year ending 31 December 2005.

Entities complying with Australian equivalents to IFRS for the first time will be required to restate their comparative financial statements to amounts reflecting the application of IFRS to that comparative period. Most adjustments required on transition to IFRS will be made retrospectively, against opening retained surplus as at 1 January 2004.

The University has established a project team to manage the transition to Australian equivalents to IFRS, including training of staff and system and internal control changes necessary to gather all the required financial information. In addition, the University engaged consultants early in 2004 to undertake an impact assessment of the changes. The project team is chaired by the Assistant Director, Finance. The project team has analysed most of the Australian equivalents to IFRS and has identified a number of accounting policy changes that will be required. In some cases choices of accounting policies are available, including elective exemptions under *Accounting Standard AASB 1 First-time Adoption of Australian Equivalents to International Financial Reporting Standards*. Some of these choices are still being analysed to determine the most appropriate accounting policy for the University.

Major changes identified to date that will be required to the University's existing accounting policies include the following (references to new AASB standards below are to the Australian equivalents to IFRS issued in July 2004).

(i) Financial instruments

Under the new *AASB 132 Financial Instruments: Disclosure and Presentation* the current classification of financial instruments issued by entities in the University will not change.

Under the new *AASB 139 Financial Instruments: Recognition and Measurement* there may be major impacts as a result of:

- Financial assets held by the University being subject to classification as either held for trading, held-to-maturity, available for sale or loans and receivables and, depending upon classification, measured at fair value or amortised cost. The most likely accounting change is that investments in equity securities will be classified as available for sale and measured at fair value, with changes in fair value recognised directly in equity until the underlying asset is derecognised.
- Foreign exchange contracts held for hedging

purposes being accounted for as cash flow hedges. Changes in the fair value of those contracts will be recognised directly in equity until the hedged transaction occurs. In which case the amounts recognised in equity will be included in the initial cost of the assets acquired. Currently, the costs or gains arising under contracts together with any realised or unrealised gains from re-measurement are included in assets or liabilities as deferred losses or deferred gains.

In addition, liabilities subject to an in-substance defeasance will not qualify for derecognition. Under the transitional provisions of AASB 1, liabilities derecognised under previous Australian generally accepted accounting principles are not allowed to be recognised unless recognition is required as a result of a transaction or event occurring after transition.

(ii) Internally developed software

Under the new *AASB 138 Intangible Assets*, intangibles are only permitted to be measured at valuation where there is an active market for the intangible.

This will result in a change to the current accounting policy, under which the carrying amount of internally developed software includes amounts that were originally measured at valuation. Upon introduction of *AASB 1041 Revaluation of Non-Current Assets in 2001-2002*, these intangible assets were deemed to be at cost. The valuation component of the carrying amount of these assets will be derecognised on adoption of IFRS.

(iii) Post employment benefits

Under the new *AASB 119 Employee Benefits*, the net position of each defined benefit superannuation scheme must be recognised as an asset or liability, as applicable. Movements in the carrying amount of this liability or asset will be recognised as a revenue or expense and are likely to result in increased earnings volatility.

(iv) Impairment of assets

Under the new *AASB 136 Impairment of Assets*, assets will be subject to assessment for impairment. Impairment must be measured for assets with indications of impairment and for intangible assets not yet available for use. Impairment is measured by comparing the asset's fair value less costs to sell and its value in use. The greater of these two measurements must not exceed the asset's carrying value. 'Value in use' is determined as either:

- (a) net present value of net cash inflows (for-profit assets) or
- (b) depreciated replacement cost (all other assets).

This will result in a change to the current accounting

policy, under which the recoverable amount of for-profit assets is generally only measured where there is an indication of impairment.

(v) Borrowing costs

Under the new *AASB 123 Borrowing Costs*, borrowing costs are generally expensed. AASB 123 includes the option to capitalise borrowing costs where they relate to qualifying assets. The University has decided that it will expense all of its borrowing costs on adoption of the new accounting standards.

(vi) Foreign currency

Under the new *AASB 121 Changes in Foreign Exchange Rates*, each entity is required to measure their financial statements in their functional currency, which may differ from their presentation currency. AASB 121 does not distinguish between foreign operations that are integral and those that are self-sustaining. Rather, the results and financial position of a foreign operation are translated by:

- Translating assets and liabilities at the closing rate at the balance sheet date
- Translating income and expenses at exchange rates at the date of the transaction
- Recognising resulting exchange differences as a separate component of equity.

This will result in a change to the current accounting policy, under which the University's integrated foreign operation's results are translated using the temporal method (with exchange differences recognised as income or expense) and the University's self-sustaining foreign operation's results are translated using the current rate method (with exchange differences recognised directly in equity).

(vii) Income Tax

The consolidated entity currently recognises deferred taxes by accounting for the differences between accounting profits and taxable income, which give rise to 'permanent' and 'timing' differences. Under the Australian equivalent IFRS, deferred taxes are measured by reference to the 'temporary differences' determined as the difference between the carrying amount and the tax base of assets and liabilities recognised in the balance sheet. Because the Australian equivalent IFRS has a wider scope than the entity's current accounting policies, it is likely that the amount of deferred taxes recognised in the balance sheet may increase.

Adjustments to the recognised amounts of deferred taxes may also result as a consequence of adjustments to the carrying amounts of the assets and liabilities resulting from the adoption of an Australian equivalent IFRS. The likely impact of these changes on deferred tax balances has not currently been determined.

The above should not be regarded as a complete list

of changes in accounting policies that will result from the transition to Australian equivalents to IFRS, as not all standards have been analysed as yet and some decisions have not yet been made where choices of accounting policies are available. For these reasons it is not yet possible to quantify the impact of the transition to Australian equivalents to IFRS on the University's financial position and reported results.

Other significant accounting policies used in the preparation of these financial statements are as follows:

Principles of Consolidation

A controlled entity is any entity controlled by the University of Wollongong. Control exists where the University of Wollongong has the capacity to dominate the decision-making in relation to the financial and operating policies of another entity so that the other entity operates with the University to achieve its objectives. Details of controlled entities are contained in Note 38.

All inter-company balances and transactions between entities in the economic entity, including any unrealised profits or losses, have been eliminated on consolidation.

Where a controlled entity has entered or left the economic entity during the year its operating results have been included from the date control was obtained or until the date control ceased.

a) Accounts Payable

These amounts represent liabilities for goods and services provided to the University and other amounts, including interest. Interest is accrued over the period it becomes due.

b) Acquisition of Assets

The cost method of accounting is used for the initial recording of all acquisitions of assets controlled by the University. Cost is determined as the fair value of the assets given as consideration plus the costs incidental to the acquisition.

Assets acquired at no cost, or for nominal consideration, are initially recognised as assets and revenues at their fair value at the date of acquisition. Fair value means the amount for which an asset could be charged between a knowledgeable, willing buyer and a knowledgeable, willing seller in an arms length transaction.

Where settlement of any part of cash consideration is deferred, the amounts payable in the future are discounted to their present value at the acquisition date. The discount rate used is the incremental borrowing rate, being the rate at which similar borrowing could be obtained.

c) Borrowings

All loans are valued at current capital value. The finance lease liability is determined in accordance with *AAS17 Leases*.

d) Capitalisation of Borrowings

All borrowing costs are charged as an expense as they accrue.

e) Comparative Figures

Where required by Australian Accounting Standards and DEST reporting guidelines, comparative figures have been adjusted to conform with changes in presentation for the current financial year.

f) Depreciation

Depreciation is provided for on a straight-line basis for all depreciable assets so as to write off the depreciable amount of each asset as it is consumed over its useful life to the University.

Land and Works of Art are not depreciable assets.

Details of depreciation rates for major asset categories are as follows:

Buildings and Improvements	2% to 33.3%
Computer Equipment	20.0% to 33.3%
Computer Software	33.3%
Motor Vehicles	20%
Other Equipment	10.0% to 20%
Library	10.0%
Infrastructure	3.85% to 33.3%

Depreciation rates used by the University's Controlled Entities may vary slightly from the above rates, but the variation is not considered material.

g) Financial Instruments

Financial instruments give rise to positions that are a financial asset of either the University or its counterparty and a financial liability (or equity instrument) of the other party.

For the University these include cash at bank, receivables, other financial assets, payables and interest bearing liabilities.

In accordance with *Australian Accounting Standard AAS33, Presentation and Disclosure of Financial Instruments*, information is disclosed in Note 30 regarding the credit risk and interest rate risk of financial instruments. All such amounts are carried in the accounts at net fair value.

The specific accounting policy in respect of each class of financial instrument is stated hereunder.

Classes of instruments recorded at cost and their terms and conditions at balance date are as follows:

Cash

Cash is carried at nominal values reconcilable to monies on hand and independent bank statements.

Terms and Conditions - Monies on deposit attract an effective interest rate of approximately 4.99% (4.42% in 2003).

Receivables

Receivables are carried at cost, based on the original invoice amount less a provision for any uncollectible debts. An estimate for doubtful debts is made when collection of the full amount is no longer probable. No interest is earned on trade debtors.

Terms and Conditions - Accounts are issued on 30-day terms, except for some inter-company accounts with subsidiaries.

Investments

Investments reported at cost include short-term deposits and funds loaned to other entities, exclusive of funds invested with MLC Implemented Consulting. Interest is recognised in the Statement of Financial Performance when earned. Shares are carried at cost with dividend income recognised when the dividends are declared by the investee.

The University maintains a separate investment account for funds associated with the Wollongong Innovation Campus development.

Terms and Conditions - Short term deposits have an average maturity of 7 days and an effective average interest rate of 5.28% (4.88% in 2003). Loans to other entities have an average maturity of 2,008 days and an effective average interest rate of 8% (8% in 2003).

Payables

Payables are recognised for amounts to be paid in the future for goods and services received, whether or not billed to the University.

Terms and Conditions - Trade liabilities are settled within any terms specified. If no terms are specified, payment is made by the end of the month following the month in which the invoice is received.

Interest Bearing Liabilities

Bank Overdrafts and Loans are carried at the principal amount. Interest is charged as an expense as it accrues. Finance Lease Liability is accounted for in accordance with *Australian Accounting Standard, AAS17*.

Terms and Conditions - Bank Overdraft interest is charged at the bank's benchmark rate. A flexible bill facility of \$3.289 million, consisting of fixed and variable components, is repayable in quarterly installments. The final installment of the variable component is due on 29 March 2006, with the remaining balance of the fixed component to be renegotiated at that time. In addition, a bill for \$14.1 million was established for expansion of student accommodation facilities. \$5.141 million had been drawn down at balance date. When fully drawn down, the bill will be structured with a 50% fixed interest component, and a 50% variable interest component. The facility is repayable over a 15-year term.

Other Liabilities

A non interest-bearing loan of \$222,000 with the Commonwealth Department of Family and Community Services for the University's Child Care Centre is repayable in monthly installments, with the final installment due on 31 December 2016.

Classes of instruments recorded at market value as at 31 December 2004 comprise:

MLC Implemented Consulting Facilities

The University has investments in MLC Implemented Consulting facilities. The University's investments are represented by a number of units in managed investments within the facilities. Each facility has different investment horizons and comprises a mix of asset classes appropriate to that investment horizon. MLC appoints and monitors fund managers and establishes and monitors the application of appropriate investment guidelines.

The MLC investments are generally able to be redeemed with up to five business days' notice. The value of the investments held can decrease as well as increase, depending upon market conditions. The value that best represents the maximum credit risk exposure is the net fair value.

There are no classes of instruments which are recorded at other than cost or market valuation.

All financial instruments including revenue, expenses and other cash flows arising from instruments are recognised on an accruals basis.

h) Employee Benefits and On-costs

Liabilities for salaries and wages, annual leave, vesting sick leave and related on-costs in respect of employee's services are recognised and measured up to the reporting date at nominal amounts based on the amounts expected to be paid when the liabilities are settled.

The present value of accrued long service was actuarially assessed as at 31 December 2004 by Price Waterhouse Coopers as follows:

- Calculating the accrued long service leave and pro rata long service leave for employees, based on current remuneration rates and taking into account any applicable on-costs
- Inflating the liability to take into account projected increases in remuneration rates up to the period in which employees, on average, take their entitlement to determine the absolute cash-outflow expected
- Discounting the inflated liability using the appropriate national government guaranteed security rates to estimate the present value of future cash-outflows
- Taking into account the probability of employees

remaining in service until the next service band at which they will become entitled to their pro-rata long service leave.

Employee leave entitlements are dissected between the Current and Non-current components on the basis of anticipated payments for the next twelve months. This in turn is based on past trends and known resignations and retirements.

Unused non-vesting sick leave does not give rise to a liability as it is not considered probable that sick leave taken in the future will be greater than the entitlements accrued in the future.

The outstanding amounts of payroll tax and fringe benefits tax, which are consequential to employment, are recognised as liabilities and expenses where the employee entitlements to which they relate have been recognised.

The University holds a self-insurance license for workers compensation purposes. A liability for outstanding claims has been measured as the present value of expected future payments. The expected future payments include amounts in relation to unpaid reported claims and claims incurred but not reported.

Superannuation expense for certain superannuation schemes is calculated as a percentage of the employees' salary consistent with superannuation guarantee legislation requirements. For other superannuation schemes (ie State Superannuation Scheme, State Authorities Superannuation Scheme), the expense is calculated as a multiple of the employees' superannuation contributions.

i) Foreign Currency

Transactions and Balances

Foreign currency transactions during the year are converted to Australian currency at the rates of exchange applicable at the dates of the transactions. Any variations arising from foreign currency transactions at balance date are considered to be immaterial.

The assets and liabilities of foreign operations, including controlled entities that are self-sustaining, are translated at the rates of exchange applicable at reporting date. Equity items are translated at historical rates. The statements of financial performance are translated at the exchange rate applicable at the time of the transaction. Exchange differences arising on translation are taken directly to the foreign currency translation reserve until the disposal, or partial disposal of the operation.

Fees due to the University are invoiced in Australian dollars.

Translation of Controlled Foreign Operations

The assets and liabilities of foreign operations, including controlled entities that are self-sustaining are

translated at the rates of exchange ruling at reporting date. Equity items are translated at historical rates. The statements of financial performance are translated at a weighted average rate for the year. Exchange differences arising on translation are taken directly to the foreign currency translation reserve until the disposal, or partial disposal of the operation.

The assets and liabilities of foreign operations, including controlled entities, that are integrated are translated using the temporal method. Monetary assets and liabilities are translated into Australian currency at rates of exchange current at reporting date, while non-monetary items and revenue and expense items are translated at exchange rates current when the transactions occurred. Exchange differences arising on translation are brought to account in the statement of financial performance.

j) Goods and Services Tax (GST)

Revenues, expenses and assets are recognised net of the amount of GST, except:

- The amount of GST incurred by the University as a purchaser that is not recoverable from the Australian Taxation Office is recognised as part of the cost of acquisition of an asset or as part of an item of expense
- Receivables and payables are stated with the amount of GST included.

k) Income Tax

As a result of a restructure of the Illawarra Technology Corporation (ITC) Ltd operations, from 27 June 2003, the ITC ceased to satisfy the requirements of a tax-exempt entity. The ITC has been treated as being taxable from that date.

The consolidated University entity adopts the income statement liability method of tax effect accounting. Income tax expense is calculated on operating profit adjusted for permanent differences between taxable and accounting income. The tax effect of timing differences, which arise from items being brought to account in different periods for income tax and accounting purposes, is carried forward in the statement of financial position as a future income tax benefit or a provision for deferred income tax.

Future income tax benefits are not brought to account unless realisation of the asset is assured beyond reasonable doubt, or if relating to tax losses when realisation is virtually certain.

l) Insurance

As noted above at note 1(h), the University holds a self-insurance license for workers compensation purposes.

External insurance coverage is provided for property, general liability, accident, directors' and officers' liability and professional indemnity. All buildings are

insured at replacement value.

m) Inventories

Inventories are stated at the lower of cost and net realisable value. Costs are assigned to individual items of stock using the specific identification method. Printery inventory is valued using the LIFO (last in first out method). It is considered that this measurement technique produces results not materially different from the estimate determined by using the lower of cost and net realisable value method.

n) Investment in Associates

Associates are those entities over which the University exercises significant influence, but not control. Material investments in associates are accounted for in the consolidated financial statements using the equity method.

The University holds 100,000 shares in Impart Corporation (22.7% of the total). Impart is a provider of on-line learning solutions. The University is one of five participants in the Corporation.

Impart Corporation recorded its first operating surplus in 2004, and the University expensed its investment in the company in prior years.

o) Joint Ventures

Interests in joint venture operations are brought to account by including in the respective classifications, the share of individual assets employed and share of liabilities and expenses incurred.

Interests in joint venture entities are carried using the equity-accounted amount in the consolidated financial report.

A joint venture operation was established in December 2003 with Boulderstone Hornibrook for the development of the Wollongong Innovation Campus. Transactions recorded as at 31 December 2004 by the joint venture operation are not considered material and have not been included in these financial statements.

p) Land Held for Resale

Any land identified as surplus to the University's requirements is included within current assets.

q) Leased Assets

A distinction is made between finance leases, which effectively transfer from the lessor to the lessee substantially all the risks and benefits incidental to ownership of the leased assets, and operating leases under which the lessor effectively retains all such risks and benefits.

Where a non-current asset is acquired by means of a finance lease, the asset is recognised at its fair value at the inception of the lease. The corresponding liability is established at the same amount. Lease payments

are allocated between the principal component and the interest expense.

Operating lease payments are charged to the Statement of Financial Performance in the periods in which they are incurred.

r) Other Financial Assets

Marketable securities and deposits are valued at cost unless specifically stated in Note 1(g). Non-marketable securities are brought to account at cost.

Revaluation increments and decrements are recognised in the Statement of Financial Performance.

s) Other Provisions

Other provisions exist when the University has a present legal, equitable or constructive obligation to make a future sacrifice of economic benefits to other entities as a result of past transactions or other past events. These provisions are recognised when it is probable that a future sacrifice of economic benefits will be required and the amount can be measured reliably.

t) Research and Development Costs

Research and development costs are charged to expense in the year in which they are incurred.

u) Revaluation of Physical Non-Current Assets

Land, buildings and infrastructure assets are measured at fair value and are revalued with sufficient regularity to ensure their carrying amounts do not differ materially from fair value at reporting date.

Land is revalued every three years having regard to its highest and best use that is feasible. The last such revaluation was completed by Valuers Illawarra Pty Ltd in 2002 with the exception the Innovation Campus property which was valued by Valuers Illawarra Pty Ltd in 2003, taking into consideration the planned use of that site.

Buildings and infrastructure are revalued every three years by independent valuation. Buildings and infrastructure were last revalued by Zweep and Connolly Pty Ltd with an effective date of 31 December 2002. As at 31 December 2004, Valuers Illawarra provided an update on the 2002 valuation to reassess the fair value of these assets.

Works of Art are revalued every five years. The Science Centre exhibits were independently valued by Questacon during 2000. All other works of art were valued by Stella Downer, Fine Arts in 2001. The valuations were based on market values.

Library Rare Book Holdings are revalued every five years. The Library Rare Book Collection was independently valued by Berkelouw Bookdealers in 2003. The valuation was based on market values.

Other non-current assets are measured using

depreciated historical cost, as a surrogate for fair value. Any difference between fair value and depreciation is considered unlikely to be material.

Individual items of equipment costing \$2,000 and above are capitalised for the University. The subsidiaries differ to this capitalisation level, but the effect is not considered material.

Revaluation increments are credited directly to the asset revaluation reserve, except that, to the extent that an increment reverses a revaluation decrement in respect of that class of asset previously recognised as an expense in the result for the year from ordinary activities, the increment is recognised immediately as revenue in the result for the year from ordinary activities.

Revaluation decrements are recognised immediately as expenses in the result for the year from ordinary activities except that, to the extent that a credit balance exists in the asset revaluation reserve in respect of the same class of assets, they are debited directly to the asset revaluation reserve.

Revaluation increments and decrements are offset against one another within a class of non-current assets, but not otherwise.

The costs of maintenance are charged as expenses as incurred, except where they relate to the replacement of a component of an asset in which case the costs are capitalised and depreciated.

v) Revenue Recognition

Revenue is recognised when the University has control of the good or right to receive, it is probable that the economic benefits will flow to the University and the amounts of revenue can be measured reliably. Additional comments regarding the accounting policies for the recognition of revenue are discussed below:

- Commonwealth Government Operating Financial Assistance received in respect of future periods are treated as income in the period they are received as per *AASB 1004 Revenue*, adjusted for anticipated revenue for domestic student enrolments above the University's fully funded student load
- Student Fees are derived from chargeable students on the basis of rates determined for courses and types of students by the University from time to time
- In accordance with the provisions of AAS23, debts are accounted for as extinguished when and only when settlement occurs through repayment or replacement by another liability or the debt is subject to a legal defeasance.

2 DISAGGREGATION INFORMATION

	Revenue		Results		Assets	
	2004 \$ '000	2003 \$ '000	2004 \$ '000	2003 \$ '000	2004 \$ '000	2003 \$ '000
Geographical						
Australia	293,951	279,677	25,070	15,667	606,263	518,329
Asia	-	-	-	-	-	-
Other	20,771	16,485	501	963	7,851	6,581
Unallocated	-	-	-	-	-	-
Total	314,722	296,162	25,571	16,630	614,114	524,910

3 COMMONWEALTH GOVERNMENT FINANCIAL ASSISTANCE INCLUDING HECS AND OTHER COMMONWEALTH LOAN SCHEMES

	Note	Consolidated (Economic Entity)		University of Wollongong (Parent Entity)	
		2004 \$ '000	2003 \$ '000	2004 \$ '000	2003 \$ '000
(a) DEST - Teaching and Learning	41.1				
Operating purposes excluding HECS and PELS		49,527	55,400	49,527	55,400
Capital Development Pool		2,098	1,045	2,098	1,045
Total DEST - Teaching and Learning		51,625	56,445	51,625	56,445
(b) HECS and other Commonwealth Loan Schemes	41.2				
HECS - Commonwealth Payments		33,636	30,628	33,636	30,628
PELS		3,627	2,207	3,627	2,207
BOTPLS		-	-	-	-
Total HECS and other Commonwealth Loan Schemes		37,263	32,835	37,263	32,835
(c) Scholarships	41.3				
Australian Postgraduate Awards		1,764	1,778	1,764	1,778
International Postgraduate Research Scholarships		428	448	428	448
Commonwealth Education Costs Scholarships		86	-	86	-
Commonwealth Accommodation Scholarships		224	-	224	-
Total Scholarships		2,502	2,226	2,502	2,226
(d) DEST - Research	41.4				
Institutional Grants Scheme		4,904	5,393	4,904	5,393
Research Training Scheme		12,457	13,201	12,457	13,201
Systemic Research Infrastructure Block Grants		449	4,745	449	4,745
Research Infrastructure		2,520	2,428	2,520	2,428
Total DEST - Research		20,330	25,767	20,330	25,767
(e) Other DEST		442	208	442	208
TOTAL DEST		112,162	117,481	112,162	117,481
(f) Australian Research Council	41.5				
(f)(i) Discovery	41.5(a)				
Projects (Large Grants)		5,030	4,074	5,030	4,074
Fellowships		137	315	137	315
Total Discovery		5,167	4,389	5,167	4,389
(f)(ii) Linkages	41.5(b)				
Special Research Initiatives		-	30	-	30
Infrastructure		922	389	922	389
International Research Exchange		223	206	223	206
Projects		2,867	2,567	2,867	2,567
Research Networks		-	-	-	-
Centres		2,272	1,008	2,272	1,008
Total Linkages		6,284	4,200	6,284	4,200

	Note	Consolidated (Economic Entity)		University of Wollongong (Parent Entity)	
		2004	2003	2004	2003
		\$ '000	\$ '000	\$ '000	\$ '000
3 COMMONWEALTH GOVERNMENT FINANCIAL ASSISTANCE INCLUDING HECS AND OTHER COMMONWEALTH LOAN SCHEMES (CONTINUED)					
(g) Other Commonwealth Government Financial Assistance					
National Health and Medical Research Council (NHMRC)		1,335	1,152	1,335	1,152
Other Commonwealth Research Grants		1,322	1,775	1,322	1,775
Total Other Commonwealth Government Financial Assistance		2,657	2,927	2,657	2,927
Total Commonwealth Government Financial Assistance		126,270	128,997	126,270	128,997
(h) Reconciliation of Commonwealth Government Financial Assistance					
Commonwealth Government Grants [a+c+d+e+f+g]		89,007	96,162	89,007	96,162
HECS - Commonwealth Payments		33,636	30,628	33,636	30,628
Commonwealth Loan Programmes [PELS+ BOTPLS]		3,627	2,207	3,627	2,207
Total Commonwealth Government Financial Assistance		126,270	128,997	126,270	128,997
4 NSW STATE AND LOCAL GOVERNMENT ASSISTANCE					
Research Grants		1,314	1,532	1,314	1,532
Wollongong Innovation Campus		15,232	-	15,232	-
Other		112	705	112	705
		16,658	2,237	16,658	2,237
* In 2002, the University received an amount of \$16 million from NSW Treasury for development of the Innovation Campus. At the time the University recognised the amount as a non-interest bearing loan. It has now been determined that these funds should have been recognised as contribution income. The unexpended balance of that amount has been adjusted this year.					
5 FEES AND CHARGES					
Continuing Education		326	676	326	676
Fee-Paying Overseas Students		88,226	80,580	55,226	49,120
Fee-Paying Domestic Postgraduate Students		2,243	2,126	2,249	2,126
Student Accommodation		9,909	9,514	9,909	9,514
Compulsory Service Charge		6,556	5,816	5,571	5,249
Conference Fees		1,087	1,373	1,087	1,373
Late Fees and Library Fines		453	520	546	539
Rental and Other		2,313	1,613	2,622	2,692
Parking		1,157	829	1,159	833
Miscellaneous		2,476	3,611	4,490	4,691
Total		114,746	106,658	83,185	76,813
6 INVESTMENT INCOME					
Income earned:					
Term Deposits and Bank Deposits		2,201	1,751	1,911	1,311
Other		8,619	3,616	8,619	3,839
Total Investment Income		10,820	5,367	10,530	5,150
Restricted Investment Income					
Special Purposes Investment Income		81	107	81	107
Total Restricted Investment Income		81	107	81	107
Unrestricted Investment Income					
Unrestricted Deposit and Other Investment Income		10,739	5,260	10,449	5,043
Total Unrestricted Investment Income		10,739	5,260	10,449	5,043
Total Investment Income		10,820	5,367	10,530	5,150

	Note	Consolidated (Economic Entity)		University of Wollongong (Parent Entity)	
		2004	2003	2004	2003
		\$ '000	\$ '000	\$ '000	\$ '000
7 CONSULTANCY AND CONTRACT RESEARCH					
Consultancy Fees - Related Organisations		-	-	1,795	2,048
Consultancy Fees - Research		1,611	2,853	1,611	2,853
International Projects		10,318	10,075	-	-
Other Contract Research		10,149	8,727	10,158	8,815
		22,078	21,655	13,564	13,716
8 OTHER REVENUE					
Campus Personal Computing		-	15	-	15
Trading Income		13,635	12,299	-	-
Donations - Cash		209	253	224	253
Donations - In Kind		1,060	88	1,060	88
Scholarships and Prizes		621	943	698	1,041
Proceeds from the Sale of Assets	14	295	317	148	110
Publications and Merchandise		739	694	739	694
Printery Income		578	533	711	710
Non-Government Grants		75	16	75	16
Other		1,371	1,207	86	84
		18,583	16,365	3,741	3,011
9 EMPLOYEE BENEFITS AND ONCOSTS					
Academic					
Salaries		56,924	52,404	56,924	52,404
Superannuation					
Deferred Employee Benefits for Superannuation		(1,684)	4,076	(1,684)	4,076
Contributions to Superannuation and Pension Schemes		10,851	6,777	10,851	6,777
Payroll Tax		4,285	3,744	4,285	3,744
Workers' Compensation		369	216	369	216
Long Service Leave Expense		2,126	1,855	2,126	1,855
Total Academic		72,871	69,072	72,871	69,072
Non-Academic					
Salaries		64,582	61,584	38,521	37,584
Superannuation					
Deferred Employee Benefits for Superannuation		(1,140)	3,112	(1,140)	3,112
Contributions to Superannuation and Pension Schemes		9,196	7,067	7,343	5,174
Payroll Tax		3,653	3,742	2,900	2,859
Workers' Compensation		818	719	462	314
Long Service Leave Expense		2,005	1,824	1,439	1,416
Annual Leave Provision		3,626	3,913	2,822	2,865
Total Non-Academic		82,740	81,961	52,347	53,324
Total Employee Benefits and On-costs		155,611	151,033	125,218	122,396

Note	Consolidated (Economic Entity)		University of Wollongong (Parent Entity)	
	2004	2003	2004	2003
	\$ '000	\$ '000	\$ '000	\$ '000

10 DEPRECIATION AND AMORTISATION

Depreciation

Buildings and Improvements	11,463	11,636	11,170	11,349
Library Holdings *	(131)	6,243	(131)	6,243
Computer Equipment	3,058	3,304	2,312	2,661
Computer System and Software	-	253	-	253
Motor Vehicles	105	115	63	70
Other Equipment	5,121	4,132	3,956	3,346
Infrastructure	1,023	1,407	1,022	1,410

Amortisation

Leased Assets	322	156	-	-
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Total	20,961	27,246	18,392	25,332
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* During the preparation of the 2004 accounts, it was discovered that the value assigned to disposal of monographs and serials in the prior year was overstated by \$1,408. Accordingly, an adjustment was made this year to correct this error, resulting in net depreciation expense of (\$131). In 2003, an adjustment of \$4,739 was made to bring to account disposals that took place between the period 1999-2002.

11 BORROWING COSTS

Interest	748	566	284	257
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12 BAD AND DOUBTFUL DEBTS

542	310	510	287
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13 OTHER EXPENSES

Advertising, Marketing and Promotional Expenses	3,017	3,571	363	342
Agency Staff	476	729	476	563
Agents Fees	5,530	5,045	-	-
Bank Fees and Charges	660	662	552	547
Book Purchases	313	537	218	285
Catering	4,208	4,237	2,322	2,360
Computer Maintenance and Software	3,213	2,935	2,729	2,483
Consultant Fees	4,762	4,973	3,422	3,393
Copyright	367	385	432	367
CSC Payments	1,032	755	5,570	5,249
Direct Project Consultancy	4,403	2,326	-	-
Direct Project Costs	2,113	5,892	-	-
Staff Appointment Expense	970	815	682	582
Electricity	2,187	2,111	2,187	2,111
Fringe Benefits Tax	906	675	653	469
Function Centre	571	366	-	-
Contracts	8,610	9,212	8,610	9,464
Contributions	6,171	2,267	16,798	11,454
Fees	860	1,098	946	1,060
Insurance	1,172	1,133	1,038	980
Laboratory and Office Costs	1,846	1,296	-	-
Materials and Consumables	4,093	3,696	3,848	3,171
Motor Vehicle Expenses	1,439	1,628	1,003	1,041
Non-Capitalised Equipment	3,162	2,229	3,031	2,078
Operating Lease Rental Expenses	7,626	5,455	3,519	3,640
Post Office	372	372	-	-
Carrying Amount of Assets Sold	14	489	197	293

		Consolidated (Economic Entity)		University of Wollongong (Parent Entity)	
	Note	2004 \$ '000	2003 \$ '000	2004 \$ '000	2003 \$ '000
13 OTHER EXPENSES (CONTINUED)					
Stationery		720	836	447	506
Scholarships Grants and Prizes		9,432	9,251	9,460	9,251
Subscriptions		3,394	2,506	3,169	2,406
Subcontractors		738	688	738	688
Telephone Expense		1,943	1,837	1,815	1,627
Travel, Staff Development and Entertainment		8,308	6,781	6,379	5,775
Unishop Trading		4,733	4,639	-	-
Net Foreign Currency Loss		225	503	192	477
Water Consumption		443	558	443	558
Other		8,344	5,987	8,361	7,291
		108,848	98,515	89,600	80,511
14 SALES OF ASSETS					
Proceeds from Sale					
Property, Plant and Equipment		295	317	148	110
Carrying Amount of Assets Sold					
Property, Plant and Equipment		489	529	197	293
Net (Profit) / Loss					
Property, Plant and Equipment		193	212	48	183
15 INCOME TAX					
Prima facie tax expense calculated at 30% on profit from ordinary activities					
		560	360	-	-
Increase in income tax expense due to:					
Employee Leave Payments	2	129	-	-	-
Bad Debt Expense	3	23	-	-	-
Entertainment Expenses	33	-	-	-	-
Non-Deductible Balancing Adjustments	11	-	-	-	-
Franked Dividend Gross Up	6	-	-	-	-
FITB Not Brought To Account	248	-	-	-	-
Other	89	69	-	-	-
Decrease In Income Tax Expense Due To:					
Company was Tax Exempt	(628)	(298)	-	-	-
Franked Dividend Rebate	(19)	-	-	-	-
Other Non-Assessible Items	-	(71)	-	-	-
Income Tax Expense on the Profit from Ordinary Activities Before Individually Significant Items		305	212	-	-
Income Tax Under/(Over) Provided for in Year	(86)	-	-	-	-
Income Tax Expense Attributable to Profit from Ordinary Activities	219	212	-	-	-
Income Tax Expense/(Revenue) Attributable to Profit from Ordinary Activities is Made up of:					
Current Income Tax Provision	566	541	-	-	-
Future Income Tax Provision	(261)	(329)	-	-	-
Income Tax Expense Attributable to Profit from Ordinary Activities Before Income Tax		305	212	-	-

	Note	Consolidated (Economic Entity)		University of Wollongong (Parent Entity)	
		2004	2003	2004	2003
		\$ '000	\$ '000	\$ '000	\$ '000
Cash at Bank		13,434	17,068	6,159	7,938
		13,434	17,068	6,159	7,938

Reconciliation of Cash

For the purposes of the Statement of Cash Flows, the University considered cash to include cash on hand and in banks, and investments on short term deposits.

Cash	13,434	17,068	6,159	7,938
Bank Overdraft	(79)	-	-	-
NAB Professional Funds	26,519	-	26,519	-
NAB Term Deposit	16,379	34,352	16,379	34,352
	56,253	51,420	49,057	42,290

17 RECEIVABLES

Current

Trade Debtors	21,037	18,811	22,226	18,365
Less Provision for Doubtful Debts	(1,117)	(904)	(1,105)	(892)
	19,920	17,907	21,121	17,473
Accrued Income	2,845	1,701	2,812	1,656
Other	198	-	158	-
Total Current Receivables	22,963	19,608	24,091	19,129

Non Current

Amount Owning by the Commonwealth Government	14	46,738	55,077	46,738	55,077
Loans to Staff		-	-	-	-
Total Non-Current Receivables		46,738	55,077	46,738	55,077

Total Receivables

69,701	74,685	70,829	74,206
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18 INVENTORIES

Current - at cost

Catering Stock	88	62	13	9
Newsagency and Book Store Stock	1,697	1,860	-	-
Print and Paper Stock	298	257	298	257
Work in Progress	2,395	798	-	-
Other	282	258	-	-
Total Inventories	4,760	3,235	311	266

	Note	Consolidated		University of Wollongong	
		(Economic Entity)		(Parent Entity)	
		2004	2003	2004	2003
		\$ '000	\$ '000	\$ '000	\$ '000
19 OTHER FINANCIAL ASSETS					
Current					
Term Deposit		16,379	34,352	16,379	34,352
Short Term Deposit		26,519	-	26,519	-
Medium Term Portfolio - Managed Funds		40,811	55,415	40,811	55,415
Reserve Portfolio - Managed Funds		22,366	-	22,366	-
Current Loans		394	573	1,037	1,416
Other		421	350	421	350
Total Current Other Financial Assets		106,890	90,690	107,533	91,533
Non Current					
International English Language Testing System Aust Pty Ltd		21	21	-	-
IDP Education Australia Ltd		10	10	-	-
Loans to UniCentre		-	-	204	222
Other		545	919	1,795	2,794
Total Non-Current Other Financial Assets		576	950	1,999	3,016
Total Other Financial Assets		107,466	91,640	109,532	94,549
Restricted Other Financial Assets					
Prizes		1,263	1,665	1,263	1,665
Wollongong Innovation Campus		16,379	15,851	16,379	15,851
Other Unspent Statutory Funds		6,480	9,330	6,480	9,330
Total Restricted Other Financial Assets		24,122	26,846	24,122	26,846
Unrestricted Other Financial Assets					
Term Deposit		-	7,506	-	7,506
Short Term Deposit		18,776	-	18,776	-
Medium Term Portfolio - Managed Funds		40,811	55,415	40,811	55,415
Reserve Portfolio - Managed Funds		22,366	-	22,366	-
Other		1,391	1,873	3,457	4,782
Total Unrestricted Other Financial Assets		83,344	64,794	85,410	67,703
Total Other Financial Assets		107,466	91,640	109,532	94,549

		Consolidated (Economic Entity)		University of Wollongong (Parent Entity)	
	Note	2004 \$ '000	2003 \$ '000	2004 \$ '000	2003 \$ '000
20 OTHER NON FINANCIAL ASSETS					
Current					
Prepayments		3,763	3,312	1,579	1,415
Other		599	-	-	-
Total Current Other Non Financial Assets		4,362	3,312	1,579	1,415
Non - Current					
Prepaid Super contributions	35.8	7,807	5,049	7,807	5,049
Other		5	-	-	-
Total Non - Current Other Non Financial Assets		7,812	5,049	7,807	5,049
Total Other Non Financial Assets		12,174	8,361	9,386	6,464

21 PROPERTY PLANT AND EQUIPMENT

Land and Buildings					
Freehold Land					
At Fair Value		58,665	16,708	58,665	16,708
		58,665	16,708	58,665	16,708
Buildings and improvements					
At Fair Value		292,352	260,919	289,225	257,822
Accumulated depreciation		(24,635)	(13,172)	(22,519)	(11,349)
		267,717	247,747	266,706	246,473
Buildings under construction					
Buildings and Improvements		9,372	1,921	9,372	1,921
		9,372	1,921	9,372	1,921
Total Land and Buildings		335,754	266,376	334,743	265,102
Plant and Equipment					
Works of art					
At Fair Value		4,547	3,439	4,547	3,439
		4,547	3,439	4,547	3,439
Library holdings					
At Fair Value		12,917	20,752	12,917	20,752
Accumulated Depreciation		(1,277)	(10,552)	(1,277)	(10,552)
		11,640	10,200	11,640	10,200
Computer equipment					
At Fair Value		19,252	17,644	15,626	14,501
Accumulated Depreciation		(14,489)	(13,359)	(12,619)	(11,579)
Currency Adjustment		-	(146)	-	-
		4,763	4,139	3,007	2,922
Computer software					
At Fair Value		1,713	1,713	1,713	1,713
Accumulated Depreciation		(1,713)	(1,713)	(1,713)	(1,713)
		-	-	-	-
Motor vehicles					
At Fair Value		1,160	1,185	1,010	948
Accumulated Depreciation		(704)	(777)	(682)	(688)
Currency Adjustment		-	1	-	-
		456	409	328	260

	Note	Consolidated (Economic Entity)		University of Wollongong (Parent Entity)	
		2004	2003	2004	2003
		\$ '000	\$ '000	\$ '000	\$ '000
21 PROPERTY PLANT AND EQUIPMENT (CONTINUED)					
Other equipment					
At Fair Value		57,215	49,446	47,441	40,801
Accumulated Depreciation		(29,470)	(26,029)	(26,521)	(23,163)
Currency Adjustment		-	(242)	-	-
		27,745	23,175	20,920	17,638
Leased Assets					
At Fair Value		1,351	1,140	-	-
Accumulated Depreciation		(510)	(188)	-	-
		841	952	-	-
Infrastructure Assets					
At Fair Value		22,323	20,137	22,323	20,138
Accumulated Depreciation		(3,560)	(2,538)	(3,560)	(2,538)
		18,763	17,599	18,763	17,600
Work in Progress					
Equipment		1,287	667	1,246	667
Infrastructure Assets		114	2,636	114	2,636
		1,401	3,303	1,360	3,303
Total Plant and Equipment		70,156	63,216	60,565	55,362
Total Property, Plant and Equipment		405,910	329,592	395,308	320,464

21 PROPERTY PLANT AND EQUIPMENT

Movement in Carrying Amounts

Movement in the carrying amount for each class of property, plant and equipment between the beginning and end of the reporting period.

Land

Opening Carrying Amount	16,708	15,708	16,708	15,708
Additions	-	-	-	-
Disposals	-	-	-	-
Revaluation	41,957	1,000	41,957	1,000
Donated Asset	-	-	-	-
Closing Carrying Amount	58,665	16,708	58,665	16,708

Buildings and improvements

Opening Carrying Amount	247,747	259,497	246,473	257,971
Additions	2,358	3,965	2,328	3,913
Disposals	-	(17)	-	-
Revaluation	29,075	(52)	29,075	(52)
Depreciation	(11,463)	(11,636)	(11,170)	(11,349)
Transfers to Infrastructure	-	(4,010)	-	(4,010)
Closing Carrying Amount	267,717	247,747	266,706	246,473

		Consolidated (Economic Entity)		University of Wollongong (Parent Entity)	
	Note	2004	2003	2004	2003
		\$ '000	\$ '000	\$ '000	\$ '000
21 PROPERTY PLANT AND EQUIPMENT (CONTINUED)					
Works of Art					
Opening Carrying Amount		3,439	2,421	3,439	2,421
Additions		1,108	144	1,108	144
Revaluation		-	874	-	874
Closing Carrying Amount		4,547	3,439	4,547	3,439
Library holdings					
Opening Carrying Amount		10,200	15,592	10,200	15,592
Additions		1,309	1222	1,309	1,222
Revaluation		-	(371)	-	(371)
Adjustment		1,408	(4,739)	1,408	(4,739)
Depreciation		(1,277)	(1,504)	(1,277)	(1,504)
Closing Carrying Amount		11,640	10,200	11,640	10,200
Computer equipment					
Opening Carrying Amount		4,139	4,832	2,922	3,818
Additions		3,817	2,811	2,424	1,795
Disposals		(97)	(54)	(27)	(30)
Depreciation		(3,058)	(3,304)	(2,312)	(2,661)
Net Foreign currency differences on translation of self-sustaining operations		(38)	(146)	-	-
Closing Carrying Amount		4,763	4139	3,007	2,922
Computer software					
Opening Carrying Amount		-	253	-	253
Depreciation		-	(253)	-	(253)
Closing Carrying Amount		-	-	-	-
Motor vehicles					
Opening Carrying Amount		409	418	260	235
Additions		338	295	226	147
Disposals		(186)	(190)	(95)	(52)
Depreciation		(105)	(115)	(63)	(70)
Net Foreign currency differences on translation of self-sustaining operations		-	1	-	-
Closing Carrying Amount		456	409	328	260
Other equipment					
Opening Carrying Amount		23,175	19,521	17,638	16,959
Additions		10,177	8,296	7,613	4,236
Disposals		(506)	(268)	(375)	(211)
Depreciation		(5,121)	(4,132)	(3,956)	(3,346)
Net Foreign currency differences on translation of self-sustaining operations		20	(242)	-	-
Closing Carrying Amount		27,745	23,175	20,920	17,638
Leased Assets					
Opening Carrying Amount		952	161	-	-
Additions		211	947	-	-
Amortisation		(322)	(156)	-	-
Closing Carrying Amount		841	952	-	-

		Consolidated (Economic Entity)		University of Wollongong (Parent Entity)	
	Note	2004 \$ '000	2003 \$ '000	2004 \$ '000	2003 \$ '000
21 PROPERTY PLANT AND EQUIPMENT (CONTINUED)					
Infrastructure Assets					
Opening Carrying Amount		17,599	14,254	17,600	14,254
Additions		237	742	236	746
Revaluation		1,949	-	1,949	-
Depreciation		(1,022)	(1,407)	(1,022)	(1,410)
Transfers from Buildings and Improvements		-	4,010	-	4,010
Closing Carrying Amount		18,763	17,599	18,763	17,600
Work in Progress					
Opening Carrying Amount		5,224	7,585	5,224	7,585
Additions		12,948	3,904	12,907	3,904
Capitalised		(6,672)	(6,505)	(6,672)	(6,505)
Write-off		(727)	(240)	(727)	240
Closing Carrying Amount		10,773	5,224	10,732	5,224
22 DEFERRED TAX ASSETS					
a. Future Income Tax Benefit					
Future income tax benefit comprises the estimated future benefit at the applicable rate of 30% on the following items:					
- Provisions and accrued employee entitlements not currently deductible		439	127		
- Differences on depreciation and amortisation of property, plant and equipment for accounting and income tax purposes		38	3		
- Sundry items		192	199	-	-
		669	329	-	-
Current		-	-	-	-
Non Current		669	329	-	-
Total Deferred Tax Assets		669	329	-	-
23 PAYABLES					
Total Current Accounts Payable		20,581	16,734	15,384	11,335

24 INTEREST BEARING LIABILITIES

Current

	Note	Consolidated (Economic Entity)		University of Wollongong (Parent Entity)	
		2004 \$ '000	2003 \$ '000	2004 \$ '000	2003 \$ '000
National Australia Bank (NAB) - Bill Facility		1,081	1,081	751	751
Finance Leases		422	355	-	-
Other		79	-	-	-
Total Current Interest Bearing Liabilities		1,582	1,436	751	751

Non - Current

National Australia Bank (NAB) - Bill Facility		11,399	8,209	7,679	3,289
Finance Leases		330	575	-	-
Other		-	-	-	-
Total Non - Current Interest Bearing Liabilities		11,729	8,784	7,679	3,289
Total Interest Bearing Liabilities		13,311	10,220	8,430	4,040

24.1 Loans by Maturity Date

	Note	University 2004			University 2003
		\$ '000	\$ '000	\$ '000	\$ '000
		0 - 1 years	1-5 years	more than 5 years	Total
a) NAB - Bill Facility		751	2,538	5,141	8,430
b) DFCS-Interest Free	27	18	72	132	222
Total		769	2,610	5,273	8,652

24.2 Loans by Maturity Date

	Note	Consolidated 2004			Consolidated 2003
		\$ '000	\$ '000	\$ '000	\$ '000
		0 - 1 years	1-5 years	more than 5 years	Total
a) NAB - Bill facility		1,431	5,208	5,841	12,480
b) NAB - Overdraft		79	-	-	79
b) DFCS-Interest Free	27	18	72	132	222
c) Lease Liabilities		421	330	-	751
Total		1,949	5,610	5,973	13,532

	Note	Consolidated (Economic Entity)		University of Wollongong (Parent Entity)	
		2004 \$ '000	2003 \$ '000	2004 \$ '000	2003 \$ '000
Assets Pledged as Security					
The Carrying Amounts of Non-Current Assets Pledged as Security are:					
First Mortgage					
Freehold Land and Buildings	21	12,114	8,303	12,114	8,303
Finance Lease					
ITC Customer Relationship Software	21	610	566	-	-
Total Non-Current Assets Pledged as Security		12,724	8,869	12,114	8,303

		Consolidated (Economic Entity)		University of Wollongong (Parent Entity)	
	Note	2004	2003	2004	2003
		\$ '000	\$ '000	\$ '000	\$ '000
25 TAX LIABILITIES					
Current					
Income Tax		540	541	-	-
Total Current Tax Liabilities		540	541	-	-
Non - Current					
Provision for Deferred Income Tax		-	-	-	-
Future Income Tax Attributable to Tax Losses		-	-	-	-
Provision for Deferred Income Tax		-	-	-	-
Total Tax Liabilities		540	541	-	-

26 PROVISIONS

Aggregate Employee Benefits

Current

Provision for Annual Leave	26.1	5,770	5,228	4,255	3,925
Provision for Long-Service Leave	26.2	2,968	2,050	2,827	1,713
Provision for Self Funded Workers Compensation	26.3	652	606	608	606
Provision for Professorial Superannuation	35.1	364	340	364	340
Provision for Voluntary Redundancy Schemes		1,961	616	1,961	454
Total Current Provisions		11,715	8,840	10,015	7,038

Non - Current

Provision for Long-Service Leave	26.2	19,596	18,270	17,798	17,040
Provision for Self Funded Workers Compensation	26.3	2,745	2,368	2,745	2,368
Provision for Professorial Superannuation	35.1	4,086	4,203	4,086	4,203
Trust Funds	35.2	119	120	119	120
Provision for State Superannuation	35.3	54,544	60,125	54,544	60,125
Provision for Basic Benefit Superannuation	35.4	2,833	1,397	2,833	1,397
Provision for Voluntary Redundancy Schemes		-	143	-	143
Total Non - Current Provisions		83,923	86,626	82,125	85,396

Total Provisions

95,638	95,466	92,140	92,434
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26.1 Annual Leave

The University has a liability for untaken annual leave for non-academic staff. In accordance with contracts of employment, academic staff are required to take annual leave each year and no annual leave is accrued. Payments for leave taken in-service by University staff or on termination are charged to current revenue.

Movements in the Provision During the Year Were:

Balance at the Beginning of the Financial Year	5,228	4,527	3,925	3,338
Add: Provided for During the Year	3,626	3,913	2,822	2,865
Less Payments	(3,047)	(3,107)	(2,492)	(2,278)
Less Currency Movements	(37)	(105)	-	-
Balance at the End of the Financial Year	5,770	5,228	4,255	3,925

	Note	Consolidated (Economic Entity)		University of Wollongong (Parent Entity)	
		2004	2003	2004	2003
		\$ '000	\$ '000	\$ '000	\$ '000
26 PROVISIONS (CONTINUED)					
26.2 Long-Service Leave					
Balance at the Beginning of the Financial Year		20,320	18,961	18,753	17,560
Add: Provided for During the Year		4,130	3,679	3,564	3,271
Less Payments		(1,866)	(2,216)	(1,692)	(2,078)
Less Currency Movements		(20)	(104)	-	-
Balance at the End of the Financial Year		22,564	20,320	20,625	18,753
Comprising:					
Current Liabilities		2,968	2,050	2,827	1,713
Non-current Liabilities		19,596	18,270	17,798	17,040
		22,564	20,320	20,625	18,753
26.3 Self Funded Workers Compensation					
Balance at Beginning of the Financial Year		2,974	2,609	2,974	2,609
Add: Provided for During the Year		649	530	605	530
Less Payments to Employees		(226)	(165)	(226)	(165)
Balance at End of the Financial Year		3,397	2,974	3,353	2,974
Comprising:					
Current Liabilities		652	606	608	606
Non-current Liabilities		2,745	2,368	2,745	2,368
		3,397	2,974	3,353	2,974
27 OTHER LIABILITIES					
Current					
Income in Advance	27.1	33,029	34,241	26,385	27,688
Department of Family and Community Services (DFCS)	24.1	18	18	18	18
Other		-	-	-	-
Total Current Other Liabilities		33,047	34,259	26,403	27,706
Non - Current					
Income in Advance	27.2	-	-	11,826	12,358
Department of Family and Community Services (DFCS)	24.2	204	222	204	222
Other - NSW Treasury Loan		-	15,232	-	15,232
Total Non - Current Other Liabilities		204	15,454	12,030	27,812
Total Other Liabilities		33,251	49,713	38,433	55,518
27.1 Current Income received in advance					
Commonwealth Government grants - HECS		947	4,227	947	4,227
Student Fees		31,994	29,967	25,382	23,461
Other		88	47	56	-
		33,029	34,241	26,385	27,688
27.2 Non - Current Income in advance					
Contribution to occupancy		-	-	15,025	15,025
Less: amortisation		-	-	(3,199)	(2,667)
		-	-	1,1826	12,358
28 STATUTORY FUNDS					
Australian Postgraduates Awards 2002 Onwards		278	220	278	220
Research Infrastructure Block Grants		836	732	836	732
Systemic Infrastructure Initiative		1,559	4,740	1,559	4,740
Discovery Projects		1,962	1,619	1,962	1,619
Linkages		1,845	2,019	1,845	2,019
Wollongong Innovation Campus		16,379	-	16,379	-
Total Statutory Funds		22,859	9,330	22,859	9,330

	Note	Consolidated (Economic Entity)		University of Wollongong (Parent Entity)	
		2004	2003	2004	2003
		\$ '000	\$ '000	\$ '000	\$ '000

29 RESERVES AND ACCUMULATED FUNDS

29.1 Reserves

a) Asset Revaluation Reserve

Balance at the Beginning of the Financial Year	112,250	110,799	112,250	110,799
Add: Revaluation of Non-current Assets	72,980	1,451	72,980	1,451
Balance at the End of the Financial Year	185,230	112,250	185,230	112,250

b) Foreign Currency Translation Reserve

Balance at the Beginning of the Financial Year	(94)	-	-	-
Net Translation Adjustment	225	(94)	-	-
Balance at the End of the Financial Year	131	(94)	-	-

Total Reserves

185,361	112,156	185,230	112,250
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29.2 Retained Surplus

Accumulated Funds at the Beginning of the Financial Year	230,750	223,662	218,980	213,729
Operating Result from Ordinary Activities After Income Tax	25,352	16,418	23,598	14,581
Statutory Funds Acquitted from Prior Years	9,330	-	9,330	-
Retained Surplus Recognised as Statutory Funds	(22,859)	(9,330)	(22,859)	(9,330)
Accumulated Funds at the End of the Financial Year	242,573	230,750	229,049	218,980

30 FINANCIAL INSTRUMENTS

30.1 The accounting policies and terms and conditions for each class of financial asset, financial liability and equity instrument are disclosed on Note 1(g).

30.2 (i) Interest rate risk is the risk that the value of financial instrument will fluctuate due to changes in market interest rates. The University's exposure to interest rate risks and the effective interest rates of financial assets and liabilities, both recognised and unrecognised at the balance sheet date are as follows:

Financial Instruments	Average Interest Rate		Variable Interest Rate		1 Year or less		Over 1 Year to 5 years		More than 5 years		Non-interest bearing		Total carrying amount as per balance sheet	
	2004	2003	2004	2003	2004	2003	2004	2003	2004	2003	2004	2003	2004	2003
	%	%	\$ '000	\$ '000	\$ '000	\$ '000	\$ '000	\$ '000	\$ '000	\$ '000	\$ '000	\$ '000	\$ '000	\$ '000
Financial Assets														
Cash	4.99	4.42	13,388	17,029	-	-	-	-	-	-	46	39	13,434	17,068
Receivables	n/a	n/a	-	-	-	-	-	-	-	-	69,701	74,685	69,701	74,685
Loans to Staff	0.00	0.00	-	-	-	-	-	-	-	-	-	-	-	-
Loans to Others	8.00	8.00	-	-	1,037	573	1,795	919	-	-	-	-	2,832	1,492
Unlisted Shares	n/a	n/a	-	-	-	-	-	-	-	-	452	381	452	381
Other Investments	5.28	4.88	42,898	34,352	-	-	-	-	-	-	-	-	42,898	34,352
Securities	13.25	7.84	63,177	55,415	-	-	-	-	-	-	-	-	63,177	55,415
Total Financial Assets			119,463	106,796	1,037	573	1,795	919	-	-	70,199	75,105	192,494	183,393
Financial Liabilities														
Creditors	n/a	n/a	-	-	-	-	-	-	-	-	20,581	16,734	20,581	16,734
Interest Bearing Liabilities	6.83	5.50	1,517	1,517	1,431	1,081	3,691	5,142	5,841	1,550	-	240	12,480	9,530
Lease Liabilities	6.96	11.37	-	-	421	355	330	575	-	-	-	-	751	930
Other Liabilities	n/a	n/a	-	-	-	-	-	-	-	-	33,251	39,371	33,251	39,371
Total Financial Liabilities			1,517	1,517	1,852	1,436	4,021	5,717	5,841	1,550	53,832	56,345	67,063	66,565

(ii) Credit risk is the risk of financial loss arising from another party to a contract/or financial position failing to discharge a financial obligation there-under. The University's maximum exposure to credit risk is represented by the carrying amounts of the financial assets included in the consolidated balance sheet.

Financial Assets	Governments		Banks		Other		Totals	
	2004	2003	2004	2003	2004	2003	2004	2003
	\$ '000	\$ '000	\$ '000	\$ '000	\$ '000	\$ '000	\$ '000	\$ '000
Cash	-	-	13,434	17,068	-	-	13,434	17,068
Receivables	46,738	55,077	-	-	22,963	19,608	69,701	74,685
Loans to Staff	-	-	-	-	-	-	-	-
Loans to Others	-	-	-	-	2,832	1,492	2,832	1,492
Unlisted Shares	-	-	-	-	452	381	452	381
Other Investments	-	-	42,898	34,352	-	-	42,898	34,352
Securities	-	-	-	-	63,177	55,415	63,177	55,415
Total Financial Assets	46,738	55,077	56,332	51,420	89,424	76,896	192,494	183,393

Consolidated (Economic Entity)		University of Wollongong (Parent Entity)	
No. 2004	No. 2003	No. 2004	No. 2003

31 RESPONSIBLE PERSONS AND EXECUTIVE OFFICERS

(a) Remuneration of Executive Officers

\$190,000 to \$199,999	-	2	-	2
\$200,000 to \$209,999	1	2	1	2
\$210,000 to \$219,999	1	-	1	-
\$220,000 to \$229,999	1	-	1	-
\$240,000 to \$249,999	-	1	-	1
\$250,000 to \$259,999	1	-	1	-
\$280,000 to \$289,999	-	1	-	1
\$290,000 to \$299,999	1	-	1	-
\$440,000 to \$449,999	1	1	1	1
Aggregate Remuneration Of Vice Chancellor and Executives Reporting to the Vice Chancellor (\$' 000)	1641	1769	1641	1769

Consolidated (Economic Entity)		University of Wollongong (Parent Entity)	
2004	2003	2004	2003
\$ '000	\$ '000	\$ '000	\$ '000

32 REMUNERATION OF AUDITORS

Auditing the financial report	380	273	140	153
	380	273	140	153

33 CONTINGENT LIABILITIES

On 13 December 2002, the University and the New South Wales (NSW) State Government entered into a 16-year agreement for the development of the Wollongong Innovation Campus. The NSW government provided funds totalling \$16 million for the sole purpose of providing working capital to progress the development. Contingent on the success of the Campus, the University is liable to repay the funds under the following conditions:

- If there are sufficient net profits from the project over the agreement period, to repay the funds from those proceeds
- If at the expiration of the agreement period, there are not sufficient proceeds, then the University will only be obliged to repay the funds to the extent of there being net profits then available
- If the parties decide jointly that the project is not feasible or the project ceases, the University must promptly repay the balance of the funds.

At reporting date, it is not known whether the project will generate sufficient proceeds. If the project was terminated at reporting date, the University would have to repay \$16.379M (being the balance of funds not spent). In 2001 the University provided a guarantee and indemnity to the Wollongong Unicentre (\$3.300M as at 31/12/04) and University of Wollongong Recreation and Aquatic Centre (\$3.550M as at 31/12/04) in support of loans provided by the National Australia Bank. This guarantee and indemnity provides that the University will meet any shortfalls in payments from these entities, should they arise.

34 COMMITMENTS FOR EXPENDITURE

34.1 Capital Projects

The following capital projects have either been contracted for or funds have been allocated on the basis that these funds would be made available under Commonwealth and State legislative provisions and by the University.

	Consolidated Commitments		University Commitments	
	2004 \$ '000	2003 \$ '000	2004 \$ '000	2003 \$ '000
Building Projects				
Major Building Projects	10,135	2,211	10,135	2,211
Minor Buildings and Maintenance Projects	241	156	241	156
New Campuses	296	-	296	-
Other Campus Maintenance and Refurbishments	910	1,570	910	1,570
Total	11,582	3,937	11,582	3,937
Add GST	1,158	394	1,158	393
Total Gross Commitments	12,740	4,331	12,740	4,331
Payable:				
- Not Longer than One Year	12,740	4,331	12,740	4,331
- Longer than One Year But Less than Five Years	-	-	-	-
- Longer than Five Years	-	-	-	-
	12,740	4,331	12,740	4,331

The University of Wollongong is a member of the following Co-operative Research Centres (CRC). The University has a commitment to contribute cash and in-kind contributions to cover salaries, equipment, use of facilities and other expenditure over the next 3 years.

34.2 (i) CRC Materials Welding and Joining Commitments	Cash	In Kind
	\$ '000	\$ '000
2005	50	719
2006	25	360
Total	75	1,079
34.2 (ii) CRC Intelligent Manufacturing Systems and Technologies	Cash	In Kind
	\$ '000	\$ '000
2005	20	756
2006	10	378
Total	30	1,134
34.2 (iii) CRC Railway Engineering and Technologies	Cash	In Kind
	\$ '000	\$ '000
2005	100	582
2006	100	608
2007	100	630
Total	300	1,820
34.2 (iv) Smart Internet Technology	Cash	In Kind
	\$ '000	\$ '000
2005	263	832
2006	263	832
2007	219	693
Total	745	2,357
34.2 (v) Cochlear Implant and Hearing Aid Innovation	Cash	In Kind
	\$ '000	\$ '000
2005	-	171
2006	-	171
2007	-	171
Total	-	513

34.2 (vi) Desert Knowledge CRC

	Cash \$ '000	In Kind \$ '000
2005	-	274
2006	-	274
2007	-	274
2008	-	274
2009	-	274
2010	-	219
Total	-	1,589

34.3 Other Expenditure Commitments

Purchase Order Commitments

Total

Add GST

Total Gross Commitments

Payable:

- Not Longer than One Year

- Longer than One Year But Less than Five Years

- Longer than Five Years

Consolidated (Economic Entity)		University of Wollongong (Parent Entity)	
2004	2003	2004	2003
\$ '000	\$ '000	\$ '000	\$ '000
3,284	6,715	3,014	2,777
3,284	6,715	3,014	2,777
328	671	301	278
3,612	7,386	3,315	3,055
3,612	7,386	3,315	3,055
-	-	-	-
-	-	-	-

35 SUPERANNUATION PLANS

35.1 Professorial Superannuation Scheme

The Professorial Superannuation Scheme was established to provide members with a pension of up to 25 percent of salary on retirement. In 1984 the Scheme was amended to provide for the payment of an additional contributory pension to members of the Scheme on retirement. The Scheme was closed to new members on 1 December 1987. In a report prepared by KPMG Superannuation Services Pty Ltd, the University's Liability as at 31 December 2004 in respect of unfunded service was actuarially assessed at \$4.569m based on the membership of the fund (Professorial Superannuation Scheme; \$4.450m, Widows Managed Funds; \$0.119m).

Rate of salary increase :	3 percent per annum
Rate of investment return:	6 percent per annum
Rate of increase of pensions:	3 percent per annum

It is anticipated that actuarial reviews of the Scheme will be undertaken every three years.

Movements in the provision during the year were:

	Consolidated (Economic Entity)		University of Wollongong (Parent Entity)	
	2004	2003	2004	2003
	\$ '000	\$ '000	\$ '000	\$ '000
Balance at the beginning of the financial year	4,543	5,182	4,543	5,182
Add Contributions	61	6	61	6
Contributions from Members for Optional Contributory 5% Pension Scheme	62	-	62	-
	4,666	5,188	4,666	5,188
Less Payments	(313)	(258)	(313)	(258)
Increase / (Decrease) of Liability Based on Actuarial Assessment	97	(387)	97	(387)
Balance at the End of the Financial Year	4,450	4,543	4,450	4,543
Comprising:				
Current Liabilities	364	340	364	340
Non-Current Liabilities	4,086	4,203	4,086	4,203
	4,450	4,543	4,450	4,543

35.2 Trust Funds - Widows' Managed Funds

The Widows' Managed Fund is an annuity assurance scheme, which was set up to provide annuities to the spouses of professors who elected to contribute to the scheme. The Widows' Managed Annuity Scheme is a defined benefit section of the Professorial Superannuation Scheme.

Movements in the provision during the year were:

	Consolidated (Economic Entity)		University of Wollongong (Parent Entity)	
	2004	2003	2004	2003
	\$ '000	\$ '000	\$ '000	\$ '000
Balance at the Beginning of the Financial Year	120	73	120	73
Add: Interest Earnings from Investments	(1)	48	(1)	48
	119	121	119	121
Less Payments	-	(1)	-	(1)
Increase / (Decrease) of Liability Based on Actuarial Assessment	-	-	-	-
Balance at the End of the Financial Year	119	120	119	120
Comprising:				
Current liabilities	-	-	-	-
Non-Current Liabilities	119	120	119	120
Total Trust Funds	119	120	119	120

35.3 State Superannuation Scheme (SSS)

The University contributes to the New South Wales State Superannuation Scheme in respect of present and former members of staff who are or were members of the fund. In a letter dated 19 January 2005 from Pillar (formerly Superannuation Administration Corporation) the University was advised that its gross liability at 31 December 2004 had been actuarially assessed at \$118.096m (2003 \$116.682m). Of this amount \$63.552m is held by Pillar. The remaining liability of \$54.544m is unfunded. The resultant expense and increased liability are matched by revenue and assets owing by the Commonwealth Government.

Assumptions adopted by Pillar's Actuary in determining the University's liability were:-

	2004/2005	2005/2006	Thereafter
Rate of Salary Increase (% per annum)	4.0	4.0	4.0
Rate of Increase in the Consumer Price Index (% per annum)	2.5	2.5	2.5
Rate of Investment Return (% per annum)	7.0	7.0	7.0

Movements in the Provision During the Year Were:-

		Consolidated (Economic Entity)		University of Wollongong (Parent Entity)	
		2004	2003	2004	2003
	Note	\$ '000	\$ '000	\$ '000	\$ '000
Balance at the Beginning of the Financial Year		60,125	53,209	60,125	53,209
Increase/(Decrease) in Amount Unfunded		(5,581)	6,916	(5,581)	6,916
Balance at the End of the Financial Year		54,544	60,125	54,544	60,125
Comprising:					
Current Liabilities		-	-	-	-
Non-Current Liabilities	26	54,544	60,125	54,544	60,125
		54,544	60,125	54,544	60,125

35.4 State Authorities Non-Contributory Superannuation Scheme (SANCS)

The University contributes to the New South Wales State Authorities Non-Contributory Superannuation Scheme for the 3% productivity (basic benefit) superannuation in respect of members of staff who are non-contributory members of the fund. The fund was closed to new members of the University from 8 December 1992. In accordance with funding requests, the University contributes an amount equivalent to 2.5% of members salaries. In a letter dated 19 January 2005 from Pillar, the University was advised that its gross liability at 31 December 2004 had been actuarially assessed at \$6.953m (2003 \$6.614m). Of this amount, \$4.120m is held in by Pillar. The remaining amount of \$2.833m has been brought to account as an unfunded liability.

Assumptions adopted by the Pillar's Actuary in determining the University's liability were:

	2004/2005	2005/2006	Thereafter
Rate of Salary Increase (% per annum)	4.0	4.0	4.0
Rate of Increase in the Consumer Price Index (% per annum)	2.5	2.5	2.5
Interest Rate (% per annum)	7.0	7.0	7.0

Movements in the Provision During the Year Were:

	Note	Consolidated (Economic Entity)		University of Wollongong (Parent Entity)	
		2004	2003	2004	2003
		\$ '000	\$ '000	\$ '000	\$ '000
Balance at the Beginning of the Financial Year		1,397	2,660	1,397	2,660
Increase/(decrease) in Amount Unfunded		1,436	(1,263)	1,436	(1,263)
Balance at the End of the Financial Year		2,833	1,397	2,833	1,397
Comprising:					
Current Liabilities		-	-	-	-
Non-Current Liabilities	26	2,833	1,397	2,833	1,397
		2,833	1,397	2,833	1,397

35.5 State Authorities Superannuation Scheme (SASS)

The University contributes to the New South Wales State Authorities Superannuation Scheme in respect of present and former members of staff who are or were members of the fund. The fund was closed to new members on 31 March 1988. In a letter dated 19 January 2005 from Pillar the University was advised that its gross liability at 31 December 2004 had been actuarially assessed at \$15.242m (2003 \$13.961m). Of this amount \$23.048m is held by Pillar. The difference of \$7.806m has been brought to account as prepaid contribution.

Assumptions adopted by the Pillar's Actuary in determining the University's liability were:-

	2004/2005	2005/2006	Thereafter
Rate of Salary Increase (% per annum)	4.0	4.0	4.0
Rate of Increase in the Consumer Price Index (% per annum)	2.5	2.5	2.5
Interest Rate (% per annum)	7.0	7.0	7.0

Movements in the Provision During the Year Were:-

	Note	Consolidated (Economic Entity)		University of Wollongong (Parent Entity)	
		2004	2003	2004	2003
		\$ '000	\$ '000	\$ '000	\$ '000
Balance at the Beginning of the Financial Year		(5,049)	(5,320)	(5,049)	(5,320)
(Increase)/Decrease in Prepaid Contributions		(2,758)	271	(2,758)	271
Balance at the End of the Financial Year		(7,807)	(5,049)	(7,807)	(5,049)
Comprising:					
Current Assets		-	-	-	-
Non-Current Assets	20	(7,807)	(5,049)	(7,807)	(5,049)
		(7,807)	(5,049)	(7,807)	(5,049)

35.6 Superannuation Guarantee Levy and TESS

Commencing 1 July 1992, the University became liable for superannuation contributions for the Superannuation Guarantee Levy. Under the legislation the University contributes superannuation at a minimum rate for all employees. For 2004, this rate was equivalent to 9% of salaries. In addition to the above schemes, the University contributes a minimum amount of 3% of members' salaries to the Tertiary Education Superannuation Scheme (TESS) in respect of members of that scheme. TESS has undertaken the liability for employee benefits for staff who are members of that scheme. The amount paid to TESS for 31 December 2004 was \$3.082m (\$2.877m for 2003).

35.7 Superannuation Scheme for Australian Universities

The superannuation scheme currently available to staff members is UniSuper (Superannuation Scheme for Australian Universities (SSAU)). The figures disclosed relate to the defined benefit superannuation scheme with the entitlements of the scheme being fully met by UniSuper from contributions paid by the University and its employees. UniSuper is not considered to be controlled by the University and hence the difference between assets and accrued benefits are not disclosed in the University's accounts. The trustee of UniSuper, has advised the following information in accordance with *AAS 30 Reporting of Employee Superannuation Entitlements*. The last actuarial investigation was completed on 16th May 2003 and conducted as at 31 December 2002. The investigation was conducted by Mr Grant Harslett (FIA, FIAA) and Mr Matthew Burgess (FIAA) of Towers Perin.

Benefit/Comment	Amount as at 30/06/04 \$ '000
Vested Benefits	65,414
Accrued Benefits	56,271
Estimated Net Market Value of Assets Available to Pay the UniSuper Superannuation Liabilities	63,335
Difference Between Estimated Net Market Value and Accrued Benefits	7,064

35.8 Amount Owing by the Commonwealth Government

In 2004, a decrease in the liability for the State Superannuation Schemes of \$8.339m was matched by an decrease in the amount owing by the Commonwealth.

	Note	Consolidated (Economic Entity)		University of Wollongong (Parent Entity)	
		2004 \$ '000	2003 \$ '000	2004 \$ '000	2003 \$ '000
Amount Owing for Unfunded Liability at the Beginning of the Financial Year		55,077	47,889	55,077	47,889
Increase/(Decrease) in Amount Owing for Unfunded Liability		(8,339)	7,188	(8,339)	7,188
Amount Owing for Unfunded Liability at the End of the Financial Year	17	46,738	55,077	46,738	55,077

36 LEASES

A. Finance Lease Commitments. Finance Lease Commitments are for Software and General Equipment

	Consolidated Commitments		University Commitments	
	2004 \$ '000	2003 \$ '000	2004 \$ '000	2003 \$ '000
Payable:				
- Not Longer than One Year	458	355	-	-
- Longer than One Year But Less than Five Years	359	575	-	-
- Longer than Five Years	-	-	-	-
	817	930	-	-

B. Operating Lease Commitments. This Represents Non-cancellable Operating Leases Contracted for but not Capitalised in the Accounts for Motor Vehicles, Photocopiers and Computer Equipment.

	Consolidated Commitments		University Commitments	
	2004 \$ '000	2003 \$ '000	2004 \$ '000	2003 \$ '000
Payable:				
- Not Longer than One Year	5,423	6,141	1,897	3,458
- Longer than One Year But Less than Five Years	5,396	8,130	1,558	3,229
- Longer than Five Years	-	-	-	-
	10,819	14,271	3,455	6,687

37 ASSISTANCE TO CONTROLLED ENTITIES

The following assistance was made to organisations associated with the University:

Illawarra Technology Corporation Ltd (ITC)
Wollongong UniCentre Limited

- Free use of some buildings and land
- Part salary of General Manager paid by the University
- Operating Grant to Kids Uni of \$0.180m
- Free use of buildings
- Contribution towards Conference Manager's salary and car
- Maintenance of sportsground budget of \$0.059m
- Free use of buildings and land used for sporting facilities
- Free use of office space
- Company secretary functions

University of Wollongong Recreation and Aquatic Centre Limited

Enikos Pty Ltd

The assistance provided to these organisations is offset by the benefits accruing to the University, its students and staff through enhanced facilities, community relations, marketing, funding and/or reput. All other identifiable costs and services relating to companies and organisations associated with the University are charged out to those entities under normal commercial terms and conditions. There is no material expenditure or assets provided by other government bodies or statutory bodies at no cost to the University.

38 CONTROLLED ENTITIES

	Country of Incorporation	Ownership Interest		Total Revenue				Operating Result			
		2004	2003	2004		2003		2004		2003	
		%	%	\$ '000	%	\$ '000	%	\$ '000	%	\$ '000	%
Parent Entity	Australia	100	100	259515	73	244807	74	23598	93	14581	89
Controlled Entities											
Illawarra Technology Corporation Ltd	Australia	100	100	47,590	13	52,050	16	386	2	987	6
ITC Europe Ltd (Incorporated 22 November 2000)	UK	100	100	-	0	-	0	(1)	0	(1)	0
ITC Education Ltd (Incorporated 27 June 2003)	Australia	100	100	25,265	7	13,542	4	919	4	1,385	8
ITC New Zealand Ltd (Incorporated 12 November 2002)	NZ	100	100	2,410	1	232	0	(825)	(3)	(1,286)	(8)
Wollongong UniCentre Limited	Australia	100	100	16,213	5	15,865	5	1,169	5	619	4
Unicentre Conferences and Functions Pty Ltd (Incorporated 24 November 2004)	Australia	100	-	212	0	-	0	1	0	-	0
University of Wollongong Recreation and Aquatic Centre Limited	Australia	100	100	3,756	1	3,105	1	105	0	133	1
Enikos Pty Ltd	Australia	100	-	348	0	-	0	-	0	-	0
Total before inter-entity eliminations				355,309		329,601		25,352		16,418	
Inter-entity eliminations				(40,587)		(33,442)					
TOTAL				314,722		296,159		25,352		16,418	

Note - Basis for control of the above entities is as follows:

Illawarra Technology Corporation Ltd

- 100% equity in two fully paid shares of \$1.00
- University Council appoints the Board of Directors of the Company
- ITC Europe Ltd 100% of share capital of \$677 owned by ITC, who appoints the board of directors
- ITC Education Ltd the ITC Ltd is the sole member of the company
- ITC New Zealand Ltd 100% of equity in two \$1 fully paid shares totalling NZD \$2 held by the ITC Ltd.

Wollongong UniCentre Limited

- General Manager of the UniCentre is appointed by the University
- The UniCentre budget is approved by the University Council
- No alteration to the Constitution of the UniCentre can be made without the approval of the Council
- UniCentre Constitution indicates it is an integral part of the University
- The UniCentre moved its catering and functions activities to UniCentre Conferences and Functions Pty Ltd In November 2004.

University of Wollongong Recreation and Aquatic Centre Limited

- URAC budget is approved by the University Council
- No alteration to the Constitution of URAC can be made without the approval of the Council.

Enikos Pty Ltd

- Enikos was established in November 2003
- Its aim is to commercialise intellectual property associated with a proposed new M-Peg standard
- The University was the sole shareholder in the company at balance date.

39 ASSOCIATED ENTITIES

Impart Corporation Limited is an associated entity of the University. Impart is a provider of on-line learning solutions and learning technology products. The University's interest in Impart is not material and therefore not separately disclosed in these accounts.

40 RECONCILIATION OF OPERATING RESULT FROM ORDINARY ACTIVITIES AFTER INCOME TAX TO NET CASH INFLOW FROM OPERATING ACTIVITIES

A. Reconciliation of Net Cash Used in Operating Activities to Operating Result

	Note	Consolidated (Economic Entity)		University of Wollongong (Parent Entity)	
		2004 \$ '000	2003 \$ '000	2004 \$ '000	2003 \$ '000
Operating Result		25352	16418	23598	14581
Add/(Less) Items Classified as Investing/financing Activities					
Innovation Campus Transfer		-	292	-	-
Loss/(Gain) on Sale of Plant and Equipment		193	211	48	181
Unrealised Gain on Investments		(8,619)	(3,332)	(8,619)	(3,332)
Add/(Less) Non-cash Items					
Depreciation/amortisation		20,960	27,246	18,392	25,332
Deferred Expenditure Write-down		-	-	-	-
Bad Debts Written-off		(3)	167	-	66
Increase/(Decrease) in Exchange Rates on Cash Holdings		303	443	58	443
Decrease/(Increase) in Dividend Received		-	(44)	-	-
Change in Assets and Liabilities					
Decrease/(Increase) in Debtors/Other Debtors		(6,329)	(6,394)	(8,779)	(6,712)
Decrease/(Increase) in Accrued Income		(1,156)	169	(1,156)	169
Decrease/(Increase) in Inventories		(1,528)	149	(45)	(44)
Decrease/(Increase) in Prepayments		(784)	(92)	(164)	293
Decrease/(Increase) in Deferred Income		-	-	-	-
Increase/(Decrease) in Creditors and Accruals		(7,400)	3,996	(6,042)	1,159
Increase/(Decrease) in Other Non-Current Assets		(327)	212	-	-
Increase/(Decrease) in Minor Works Provision		-	-	-	-
Increase/(Decrease) in Students Fees Received in Advance		12,748	2,689	12,642	3,058
Increase/(Decrease) in Provisions		(3,218)	6,862	(4,215)	6,640
Increase/(Decrease) in Amount Owed to NSW Government	1.v	-	(219)	-	(219)
Net Cash Provided By Operating Activities.		30,192	48,773	25,718	41,615

As at the end of the financial year, the University and subsidiaries have credit facilities of \$2.350m in respect of MasterCard and Visa purchase cards. Of this amount \$2.099m has been allocated in respect of MasterCards, Visa cards and Visa purchase cards issued to University departments. \$0.251m remains unused.

As at 31/12/04 the University had the following Facilities in Place:

	University of Wollongong (Parent Entity)		
	Total \$ '000	Used \$ '000	Unused \$ '000
Floating Bills	14,100	5,141	8,959
Fixed Rate Bill Facility	3,289	3,289	-
Lease Facility	1,500	-	1,500
Documentary Line of Credit	225	-	225
Bank Guarantee	4,000	3,866	134
	23,114	12,296	10,818

41 ACQUITTAL OF COMMONWEALTH GOVERNMENT FINANCIAL ASSISTANCE

Amounts received and expended pursuant to the Higher Education Act 1988 excluding HECS :

	Note	University of Wollongong (Parent Entity)					
		Operating Financial Assistance excluding HECS and PELS		Capital Development Pool		Total	
		2004 \$ '000	2003 \$ '000	2004 \$ '000	2003 \$ '000	2004 \$ '000	2003 \$ '000
41.1 Teaching and Learning							
Financial Assistance Received in CASH During the Reporting Period (Total Cash Received from the Commonwealth for the Programmes)		48,596	52,653	2,098	1,045	50,694	53,698
Net Accrual Adjustments		931	2,747	-	-	931	2,747
Revenue for the Period	3a	49,527	55,400	2,098	1,045	51,625	56,445
Accrual Surplus / (Deficit) from the Previous Year		49	162	843	-	892	162
Total Accrual Revenue		49,576	55,562	2,941	1,045	52,517	56,607
Less Accrual Expenses		-	-	-	-	-	-
Accrual Surplus / (Deficit) for Reporting Period		-	-	-	-	-	-
Cash Surplus / (Deficit) for Previous Reporting Period		49,576	55,562	2,941	1,045	52,517	56,607
Expenses Including Accrued Expenses		(49,576)	(55,513)	(849)	(202)	(50,425)	(55,715)
Cash Surplus / (Deficit) for Reporting Period		-	49	2,092	843	2,092	892

	Note	University of Wollongong (Parent Entity)					
		HECS		PELS		Total	
		2004 \$ '000	2003 \$ '000	2004 \$ '000	2003 \$ '000	2004 \$ '000	2003 \$ '000
41.2 HECS and Other Commonwealth Loan Programmes							
Financial Assistance Received in CASH During the Reporting Period (Total Cash Received from the Commonwealth for the Programmes)		32,018	32,264	3,627	2,207	35,645	34,471
Net Accrual Adjustments		1,618	(1,636)	-	-	1,618	(1,636)
Revenue for the Period	3b	33,636	30,628	3,627	2,207	37,263	32,835
Accrual Surplus / (Deficit) from the Previous Year		-	-	-	-	-	-
Total Accrual Revenue		33,636	30,628	3,627	2,207	37,263	32,835
Less Accrual Expenses		-	-	-	-	-	-
Accrual Surplus / (Deficit) for Reporting Period		-	-	-	-	-	-
Cash Surplus / (Deficit) for Previous Reporting Period		33,636	30,628	3,627	2,207	37,263	32,835
Expenses Including Accrued Expenses		(33,636)	(30,628)	(3,627)	(2,207)	(37,263)	(32,835)
Cash Surplus / (Deficit) for Reporting Period		-	-	-	-	-	-

	Note	University of Wollongong (Parent Entity)					
		Australian Postgraduates Awards Pre 2002		Australian Postgraduates Awards 2002 Onwards		International Postgraduates Research Scholarships	
		2004	2003	2004	2003	2004	2003
		\$ '000	\$ '000	\$ '000	\$ '000	\$ '000	\$ '000
41.3 Scholarships							
Financial Assistance Received in CASH During the Reporting Period (Total Cash Received from the Commonwealth for the Programmes)		239	714	1,525	1,064	428	448
Net Accrual Adjustments		-	-	-	-	-	-
Revenue for the Period	3c	239	714	1,525	1,064	428	448
Accrual Surplus / (Deficit) from the Previous Year		(163)	(51)	220	101	(79)	-
Total Accrual Revenue		76	663	1,745	1,165	349	448
Less Accrual Expenses		-	-	-	-	-	-
Accrual Surplus / (Deficit) for Reporting Period		-	-	-	-	-	-
Cash Surplus / (Deficit) for Previous Reporting Period		76	663	1,745	1,165	349	448
Expenses Including Accrued Expenses		(295)	(826)	(1,467)	(945)	(396)	(527)
Cash Surplus / (Deficit) for Reporting Period		(219)	(163)	278	220	(47)	(79)

	Note	University of Wollongong (Parent Entity)					
		Commonwealth Education Costs Scholarships		Commonwealth Accommodation Scholarships		Total	
		2004	2003	2004	2003	2004	2003
		\$ '000	\$ '000	\$ '000	\$ '000	\$ '000	\$ '000
41.3 Scholarships Cont'd							
Financial Assistance Received in CASH During the Reporting Period (Total Cash Received from the Commonwealth for the Programmes)		86	-	224	-	2,502	2,226
Net Accrual Adjustments		-	-	-	-	-	-
Revenue for the Period	3c	86	-	224	-	2,502	2,226
Accrual Surplus / (Deficit) from the Previous Year		-	-	-	-	(22)	50
Total Accrual Revenue		86	-	224	-	2,480	2,276
Less Accrual Expenses		-	-	-	-	-	-
Accrual Surplus / (Deficit) for Reporting Period		-	-	-	-	-	-
Cash Surplus / (Deficit) for Previous Reporting Period		86	-	224	-	2,480	2,276
Expenses Including Accrued Expenses		(86)	-	(224)	-	(2,468)	(2,298)
Cash Surplus / (Deficit) for Reporting Period		-	-	-	-	12	(22)

	University of Wollongong (Parent Entity)					
	Institutional Grants Scheme		Research Infrastructure Block Grants		Research Training Scheme	
	2004 \$ '000	2003 \$ '000	2004 \$ '000	2003 \$ '000	2004 \$ '000	2003 \$ '000
41.4 DEST Research						
Financial Assistance Received in CASH During the Reporting Period (Total Cash Received from the Commonwealth for the Programmes)	4,904	5,393	2,520	2,428	12,457	13,201
Net Accrual Adjustments	-	-	-	-	-	-
Revenue for the Period	4,904	5,393	2,520	2,428	12,457	13,201
Accrual Surplus / (Deficit) from the Previous Year	-	-	732	755	-	-
Total Accrual Revenue	4,904	5,393	3,252	3,183	12,457	13,201
Less Accrual Expenses	-	-	-	-	-	-
Accrual Surplus / (Deficit) for Reporting Period	-	-	-	-	-	-
Cash Surplus / (Deficit) for Previous Reporting Period	4,904	5,393	3,252	3,183	12,457	13,201
Expenses Including Accrued Expenses	(4,904)	(5,393)	(2,416)	(2,451)	(12,457)	(13,201)
Cash Surplus / (Deficit) for Reporting Period	-	-	836	732	-	-

	Note	University of Wollongong (Parent Entity)			
		Systemic Infrastructure Initiative		Total	
		2004 \$ '000	2003 \$ '000	2004 \$ '000	2003 \$ '000
41.4 DEST Research Cont'd					
Financial Assistance Received in CASH During the Reporting Period (Total Cash Received from the Commonwealth for the Programmes)		449	4,745	20,330	25,767
Net Accrual Adjustments		-	-	-	-
Revenue for the Period	3d	449	4,745	20,330	25,767
Accrual Surplus / (Deficit) from the Previous Year		4,740	286	5,472	1,041
Total Accrual Revenue		5,189	5,031	25,802	26,808
Less Accrual Expenses		-	-	-	-
Accrual Surplus / (Deficit) for Reporting Period		-	-	-	-
Cash Surplus / (Deficit) for Previous Reporting Period		5,189	5,031	25,802	26,808
Expenses Including Accrued Expenses		(3,630)	(291)	(23,407)	(21,336)
Cash Surplus / (Deficit) for Reporting Period		1,559	4,740	2,395	5,472

		University of Wollongong (Parent Entity)					
		Discovery - Projects (Large Grants)		Discovery - Fellowships		Total	
	Note	2004 \$ '000	2003 \$ '000	2004 \$ '000	2003 \$ '000	2004 \$ '000	2003 \$ '000
41.5 Australian Research Council Grants							
(A) Discovery							
Financial Assistance Received in CASH During the Reporting Period (Total Cash Received from the Commonwealth for the Programmes)		5,030	3,814	137	286	5,167	4,100
Net Accrual Adjustments		-	260	-	29	-	289
Revenue for the Period		3f(1)	5,030	4,074	137	315	5,167
Accrual Surplus / (Deficit) from the Previous Year		1,536	1,488	83	73	1,619	1,561
Total Accrual Revenue		6,566	5,562	220	388	6,786	5,950
Less Accrual Expenses		-	-	-	-	-	-
Accrual Surplus / (Deficit) for Reporting Period		-	-	-	-	-	-
Cash Surplus / (Deficit) for Previous Reporting Period		6,566	5,562	220	388	6,786	5,950
Expenses Including Accrued Expenses		(4,635)	(4,026)	(189)	(305)	(4,824)	(4,331)
Cash Surplus / (Deficit) for Reporting Period		1,931	1,536	31	83	1,962	1,619

	University of Wollongong (Parent Entity)					
	Linkage - Special Research Initiatives		Linkage - Infrastructure		Linkage - International Research Exchange	
	2004 \$ '000	2003 \$ '000	2004 \$ '000	2003 \$ '000	2004 \$ '000	2003 \$ '000
41.5 Australian Research Council Grants						
(B) Linkages						
Financial Assistance Received in CASH During the Reporting Period (Total Cash Received from the Commonwealth for the Programmes)	-	30	922	-	223	183
Net Accrual Adjustments	-	-	-	389	-	23
Revenue for the Period	-	30	922	389	223	206
Accrual Surplus / (Deficit) from the Previous Year	-	-	-	623	156	213
Total Accrual Revenue	-	30	922	1,012	379	419
Less Accrual Expenses	-	-	-	-	-	-
Accrual Surplus / (Deficit) for Reporting Period	-	-	-	-	-	-
Cash Surplus / (Deficit) for Previous Reporting Period	-	30	922	1,012	379	419
Expenses Including Accrued Expenses	-	(30)	(922)	(1,012)	(256)	(263)
Cash Surplus / (Deficit) for Reporting Period	-	-	-	-	123	156

		University of Wollongong (Parent Entity)					
		Linkage - Projects		Linkage - Centres		Total	
		2004	2003	2004	2003	2004	2003
Note		\$ '000	\$ '000	\$ '000	\$ '000	\$ '000	\$ '000
41.5 Australian Research Council Grants							
(B) Linkages Cont'd							
	Financial Assistance Received in CASH During the Reporting Period (Total Cash Received from the Commonwealth for the Programmes)	2,868	2,621	2,272	1,008	6,285	3,842
	Net Accrual Adjustments	(1)	(54)	-	-	(1)	358
	Revenue for the Period	2,867	2,567	2,272	1,008	6,284	4,200
	Accrual Surplus / (Deficit) from the Previous Year	1,591	1,628	272	83	2,019	2,547
	Total Accrual Revenue	4,458	4,195	2,544	1,091	8,303	6,747
	Less Accrual Expenses	-	-	-	-	-	-
	Accrual Surplus / (Deficit) for Reporting Period	-	-	-	-	-	-
	Cash Surplus / (Deficit) for Previous Reporting Period	4,458	4,195	2,544	1,091	8,303	6,747
	Expenses Including Accrued Expenses	(2,736)	(2,604)	(2,572)	(819)	(6,486)	(4,728)
	Cash Surplus / (Deficit) for Reporting Period	1,722	1,591	(28)	272	1,817	2,019

END OF AUDITED FINANCIAL REPORT

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